

ZIP Refresher Programs

The Challenge

How do you make the most out of highly engaging and practical training experiences over time? You may have seen an initial spike in motivation and content application in the workplace soon after a training rollout, only to find that 12 months later the impact has worn off. If organisations do not achieve a sustained level of attention density—the quality and quantity of focus we give to something—for the content learned, they will lose some of the effect of training over time. That's why protecting the investment made in ZIP training programs by minimising training decay is essential.

The Solution

In conjunction with other training transfer activities, *ZIP Refresher* programs are designed to support organisations to keep ZIP concepts 'front of mind' for workers and leaders. Rather than simple repetition of the same content, *ZIP Refreshers* are designed to extend thinking about program concepts, encouraging participants to reflect on how they can apply the concepts to their current situation or work challenges.



This provides an opportunity for participants to re-engage with program concepts and demonstrates that ZIP is not a 'flavour of the month', but rather an ongoing initiative tied to organisational strategy and the safety vision. We recommend that the *ZIP Refresher* process is implemented approximately 12 months after the initial completion of a ZIP program.

To provide targeted refreshers to different levels of a business and to account for logistical variability, we offer three variations for *ZIP Refresher* programs:

Half-Day Teams Refresher
offers a quick refresh and realignment to concepts.

1-Day Teams Refresher
offers a more applied training day with some new concepts and teamwork considerations included.

1-Day Leaders Refresher*
offers an applied training day linked to safety leadership challenges and scenarios, as well as an introduction to new concepts and considerations for effective safety leadership.

*Note: To be able to adequately refresh concepts from both ZIP Modules 1 and 2 for leaders, a full day is required.

The Outcome

ZIP Refresher programs support your business to refresh, refocus and re-engage the workforce for the application of ZIP concepts in the workplace. They act as a strategically timed reinforcement of ZIP concepts to support your safety culture improvement journey. *ZIP Refreshers* lead to:

- A renewed quality of focus on ZIP concepts and language, 12-months post the ZIP training rollout
- Reinvigorating the workforce to invest in ongoing safety culture improvement
- New application of ZIP concepts to established processes and meetings
- New ways of applying ZIP concepts to safety leadership challenges
- New safety culture commitments from the workforce.



Ready to reinforce the impact of ZIP in your business?

Get in touch with one of our expert consultants today

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