

## PROJECT BRIEF

PHILLIPS 66

### THE CLIENT

Phillips 66 is a diversified energy manufacturing and logistics company with unique businesses in Refining, Midstream, Chemicals and Marketing and Specialties.

### THE NEED

Phillips 66 has a strong safety culture and wanted to imprint it onto new refining employees before their first day of work.

### THE SOLUTION

Learning Sciences worked with subject matter experts from the Phillips 66 Refining Safety Team to design a custom branded onboarding program that encompassed the safety principles of Phillips 66. Shield Your Future integrates the Phillips 66 corporate branding into a message that focuses on protecting oneself and encouraging the safety practices of others in every work task completed. This comprehensive program begins once the new employee accepts their position. The new employee receives a welcome aboard letter from the company. This letter includes a brief discussion on the principles of safety at Phillips 66 and instructs the employee to go to the Shield Your Future Program website. This website introduces the employees to the Shield Your Future Program. The site includes fully produced videos on company safety culture and "in the field stories" from their colleagues. The site also contains reflective activities that the employees must complete before their first day of work.





Employees receive continued reinforcement of the importance of safety through six training sessions held every other week. In these sessions, new employees review case studies of safety accidents that have occurred at the company. Employees are assigned a role in each case study and are asked what preventive actions they could have taken to avert the incident in their assigned roles. In the final training session, employees are asked to write a letter to their family, explaining how they will commit to being safe using the principles they learned in the Shield Your Future Program.

## THE SUCCESS

Phillips 66 has seen great success with the Shield Your Future Onboarding Program. They are now looking to expand the program to their leadership teams.

