

# Women Driving Transport Careers Program



*Recruiting for positive safety outcomes*

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## Program Overview

- **Free training** – four-weeks based on DECA Superior Heavy Vehicle Licensing course blending classroom and practical driver training
- **Full time employment** – a positive gesture
- **No previous heavy driving experience** – open motor car license
- **Opportunity promoted the opportunities through social media**
- **Trainees supported by female mentors** – from recruitment to post-course employment
- **Customised group recruitment activity** – 266 applications, 58 phone screen interviews, two half-day, facilitated group assessment centres to screen 27 short-listed candidates for 8 positions, 7 hires, 6 still with us.
  
- *Recruitment and assessment activities were designed to illuminate qualities such as positive safety behaviours, customer service and motivation.*

# So how do you recruit for positive safety outcomes?

## ■ 2016 Research\*

- What competencies are required to fulfil safety roles and responsibilities?
- Which competencies are most correlated with positive safety performance?
- \*LDN International using the Korn Ferry Leadership Competency Library

## ■ The competencies:

- Communicates Effectively
- Drives Vision and Purpose
- Instills Trust
- **Courage**

## What is a competency?

*Observable  
and  
measurable  
skills and  
behaviors*

*that contribute  
to **workplace**  
effectiveness  
and  
career success*

## Let's Look at **Courage**

- *Stepping up to address difficult issues, saying what needs to be said.*



# Appraising for Courage

## ■ Less skilled

- Shies away from difficult issues or challenging assignments.
- Expresses point of view in an indirect manner.
- Avoids giving corrective feedback.
- Fails to take a stand on important issues.

## ■ Skilled

- Readily tackles tough assignments.
- Faces difficult issues and supports others who do the same.
- Provides direct and actionable feedback.
- Is willing to champion an idea or position despite dissent or political risk.

## ■ Talented

- Tackles difficult issues with optimism and confidence.
- Shares sensitive messages or unpopular points of view in a motivating manner.
- Lets people know where they stand, honestly and sensitively.
- Volunteers to tackle and lead tough assignments.



## Recruiting for Courage

- Tell me about a time when you disagreed with someone more senior, and offered a solution that actually worked better.
- Describe a time when you challenged someone in a position of authority.
- Describe a time when you challenged an idea or approach.
- Tell me about a time when you criticized the status quo despite some risks
- Tell me about a time when you were investigating something and had to report back negative news to higher management.
- Tell me about a time you held back on something you later wished you had said.
- Tell me about a time when you stepped in to defend someone whom you felt was being unfairly treated.
- Tell me about a time when you challenged someone on an ethical or performance issue.



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