Management of Change – Personnel (MOC-P)

Course Description

Course Overview
The goal of this course is to provide an understanding of the requirements for and techniques to successfully manage the Management of Change – Personnel (MOC-P) process. The emphasis will be on organizational change complexity. MOC-P is a system within the process safety management system. Participants will explore how when changes occur in one element of the system, reciprocal changes may happen in other parts of the system.

Length:
2-day course

Pre-requisites:
- PSM 101: PSM Overview
- Prior exposure to operations, maintenance, projects
**Audience**
The Management of Change – Personnel course is designed for operations, safety, human resources and maintenance managers; technical, operations and maintenance engineers; Management of Change – Personnel (MOC-P) element leaders and team members; and site process safety management (PSM) committee leaders and team members. The participants and facilitator need to be familiar with supervisor and leader responsibilities, human resources and chemical and engineering supply-chain processes.

**Learning Objectives**
In order to accelerate skill development, this course features a problem-based learning approach that provides a collaborative job-focused experience. Participants will get a better understanding of the planning and application of an MOC-P strategy, see the value for performing an MOC-P in maintaining PSM competencies, demonstrate MOC-P competency requirements to a novel organizational change event, identify novel solutions brought about by personnel changes, and collaboratively build a personal compilation of recommendations to apply on the job.

**Module 1:**
An Introduction to MOC-P: Supporting All Elements of the PSM System
This module introduces the course objectives and shows why MOC-P is important to the PSM System.

**Module 2:**
Leading and Lagging Indicator’s Impact on PSM Competencies
Participants will examine the catalysts for MOC-P changes and the impact on PSM requirements.

**Module 3:**
Identifying PSM Competencies Using a Job Task Analysis (JTA)
In this module, participants will see how a Job Task Analysis is used to identify critical competencies.

**Module 4:**
Succession Planning
Participants will identify significant PSM changes that may occur to site operations, support functions, organizational structures or regulatory requirements. They will then conduct a review of the potential impact on PSM because of these changes.

**Module 5:**
MOC-P Metrics
This module will review metrics like cost, reputation, schedule and quality enhancements, and how they can be used to measure value.
Based on our experience, we recommend that companies do the following on an organizational level:

**Results and Path Forward**
After completing this course, participants should compile a list of action items based on their learning to apply back on the job. This starts with writing new or upgrading existing PSM procedures. To build competency at the individual level, the participant should identify a coach, develop skills in applying PSM governance framework, develop a PSM dashboard, test the governance framework and dashboard in their department and then roll it out across the company. Also, an overall road map for implementing PSM across the company should be established.

It is recommended that participants go through an e-learning refresher course once a year and instructor-led refresher training once every three years.
Call 1-800-828-8190 to speak with an account representative.

Email: info@training.consultdss.com