



## 2023 Gulf Coast Chapter ASSP Professional Development Conference Friday, April 21, 2023 Houston Marriott South At Hobby Airport

### 8:30 AM – 9:45 AM - Welcome / Introductions / Opening Keynote The Traits Of Leadership Bo Porter

People are the key to success, learn how leadership plays such an important role in the performance of an organization. Development and retention of or people is a critical to the health of an organization, and along with people comes management of conflicts. This session will help you understand how to lead effectively and manage people with the most impact you can.

Learning Objectives:

1. Why some companies and organizations fail and other succeed
2. The importance of development and retention
3. How to effectively Manage Conflict



Bo Porter is living proof that, if given a bridge of opportunity, anyone can reach the peak of his or her potential. He possesses fortitude, a burning desire to attain ambitious goals, and the work ethic it takes to reach and sustain success. An accomplished professional athlete, Major League Baseball (MLB) Executive, entrepreneur, business developer and philanthropist. Bo knows how to empower himself and others to attain the highest levels of personal and professional achievement.

Born and raised in the heart of inner-city Newark, New Jersey, Bo faced many obstacles and long odds of overcoming his environment and the circumstances surrounding his upbringing. His first bridge of opportunity came in the form of a kind gesture from a neighborhood friend. This one gesture opened the first of many doors that would propel Bo through a series of accomplishments that continue to this day.

Bo was drafted by the Cubs in 1993 and earned his Communications degree from the University of Iowa in 1994. He played in the Major Leagues for the Cubs, Oakland A's and Texas Rangers. He also coached for the Miami Marlins, Arizona Diamondbacks, Washington Nationals, and Atlanta Braves.

At the age of 40, the Houston Astros hired Bo as Manager, making him the youngest manager in MLB at the time. He completed the trifecta of the MLB hierarchy when he was named Special Assistant General Manager of the Atlanta Braves. He was later promoted to Director of the Major League Baseball Players Association Players Trust & Player Development. Bo transitioned into broadcast media when he was hired by the Mid-Atlantic Sports Network (MASN) as the Pre & Post Game Analyst for the World Series Champions Washington Nationals. He was recently hired by the MLB Commissioner's Office as the Director of Coaching Development and works for MLB Network as a Baseball Analyst.

Bo is a nationally acclaimed Keynote Speaker, known as "The Coach of Champions." He's the Founder and Chairman of the Board for Bo Porter Charities, Founding President of Future All-Stars Sports Development Academy, CEO of Bo Porter Enterprise, Founder and CEO of CORE Multimedia Group and the author of two books Real Life EMPOWERED and The END GAME.

Bo is a visionary who creates an environment that centers around positive movements and transformational growth. Bo is an entrepreneur at heart, a change agent for all that is good and a true champion. He lives in Missouri City, Texas with his fiancé Dr. Heather Brown and their three sons Bryce, Jaxon and Jace.

**10:00 AM - 11:00 AM Breakout Session #1A**  
**Safety Leadership Track**  
**Operational Styles & Assessment**  
**Bo Porter**

People are the key to the success of any organization, and you are one of those people! Learn about yourself, how you are seen by others, what your style of communication is, and how it impacts those you work with. You will leave this session knowing more about yourself and how to effectively lead in your organization.

Learning Objectives:

1. How do I see myself
2. How do others see me
3. What is my Communication Style and why
4. The impact of communication



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**10:00 AM - 11:00 AM Breakout Session #1B**  
**Safety Technical Track**  
**Adult Learning Techniques In Safety Training**  
**Dick Hannah**

The presentation will present information on adult learning techniques and theories and how those theories can be applied to the audience's training courses in the development of other assets. The presentation uses a framework of Safety Essentials, an innovative new, orientation for learners entering the energy industry. Safety Essentials uses several fundamental adult learning techniques, and many advanced techniques to thoroughly engage the adult learners coming into the energy industry today.

Learning Objectives:

1. Provide fundamental adult learning tools and techniques that safety leaders can use to enhance and make training more effective
2. Provide an overview of the R4 Learning Retention method used by HASC, and why it can be effective for safety and procedure learning for the energy industry.
3. Provide a review of innovative adult learning techniques that are used in Safety Essentials that can be used by training and safety leaders to more effectively engage learners in the energy industry.



Dick Hannah has been working as the VP of Learning and Innovation for HASC since 2019. He has worked in and around the oil refining and petrochemical industries for more than twenty years, working primarily in skills and safety training. Presently he is investigating how HASC can develop techniques to deliver computer-based, instructor-led, and hands-on training in more effective and innovative ways. His most recent projects include finding ways to blend Virtual Reality (VR) into the HASC eLearning mix and implementing microlearning strategies for HASC members. Dick has worked as a technical writer, a proposal writer, training and recruiting director, and project manager for industrial cleaning and construction firms. A former team leader for the 2/75 Ranger Battalion, he graduated from Texas A&M, earned an MBA with a focus in internet technologies, and is currently pursuing a Ph.D. in Adult and Continuing Education.

**10:00 AM - 11:00 AM Breakout Session #1C**  
**Industrial Hygiene Track**  
**The Aging Workforce (Perception vs. Perspective)**  
**Steve Simon, MS, CPE, ARM, CEAS, CHS**  
**Lauren Brizendine, MPH, CPE**  
**Steve Thompson, ARM, COSS, CSHCO, CSHCO**

This presentation explores aspects and implications of the aging workforce, including an examination of our perceptions and actual perspective in the workplace around aging workers. The presenters will talk about some physical changes associated with aging and how meaningful they may be for work performance. Recent data on age, injury rates and costs are discussed and best practices for motivating the aging workforce with specific interventions.

Learning Objectives:

1. Gain a perspective on what constitutes an Aging Worker
2. Obtain knowledge on injury rates for Aging Workers
3. Recognize the Investment and Value of Older Workers
4. Discover how to motivate an Aging Workforce
5. Become informed of resources and interventions that are available to help organizations with the Aging Workforce



**Steve Simon** has over 20 + years of safety & risk management experience. He is responsible for managing risk control functions and coordinating risk control services for policyholders. Steve works at Safety National as a Sr. Risk Control Manager. He is passionate about ergonomics, wellness programs and enjoys mentoring other safety professional.



**Lauren Brizendine** is the Director of Ergonomics at Fit For Work and provides ergonomics consulting services for clients in various industrial settings. She has a BS in Animal Science and a MPH in Environmental and Occupational Health from Texas A&M University. Lauren has been with Fit For Work since 2013 and has worked with clients in nearly every industry across the United States while completing physical demands analyses, ergonomic risk assessments, functional job descriptions, and the development of physical agility testing. Lauren also serves on the industry advisory board at the Ergonomics Center at Texas A&M University - College Station, TX.



**Steve Thompson** has worked in various corporate capacities and, in 2005, founded Aspen Risk Management Group (now a TRISTAR company). He is the founder of ERGOhealthy, a company dedicated to creating ergonomic wellness, and being an early adopter of conducting remote ergonomic assessments. Steve is a presenter on industry-specific topics and has published numerous articles. He has a long track record of improving businesses with his consultative approach.

**11:30 AM - 12:30 PM - Breakout Session #2A**  
**Safety Leadership Track**  
**It's Not Rocket Surgery, It's Brain Science!**  
**Understanding The Complexities Of Safety**  
**Danny Smith, SMS, CIT**

It's easy to get lost in the discussion of the neuroscience surrounding the brain's conscious and subconscious functions and their impact on injury potential. Gaining an understanding of concepts including habit formation, intentional and unintentional actions, and how human factors influence our actions is critical to improving our workers safety.

**Learning Objectives:**

1. Compare, contrast and articulate how our conscious and subconscious minds perform certain tasks
2. Reduce the negative, "blame the worker" mindset by understanding and distinguishing the difference between unintentional actions and deliberate, intentional risk
3. Separate truth from fiction as it relates to habit formation, resulting in the ability to create learning opportunities to develop key safety-related habits to reduce personal injuries 24/7.



As a thought-leader in human factors management and safety, Danny regularly presents at professional conferences throughout the US and Canada for the ASSP, NSC and VPPPA and numerous other organizations. His years of experience in manufacturing and safety management have formed a foundational knowledge that he transforms into a practical approach to the common challenges organizations face in terms of injury reduction, employee engagement, and improving culture.

He holds both the SMS and CIT certifications from the BCSP, has been a trainer at the University of Alabama's OTI Education Center for both General Industry and Construction and currently serves on the Planning Committee for the Alabama Governor's S&H Conference and the National Safety Council's Exhibitor Advisory Board.



**11:30 AM - 12:30 PM - Breakout Session #2B**  
**Safety Technical Track**  
**Electrical Risk Assessments And**  
**The Risk Management Process In The NFPA 70E**  
**Stephen Hester, CEMCP**

Since the earliest days of the electrical industry, employers and employees have sought to identify electrical hazards and determine the best way to control them. This resulted in a cookie-cutter approach to electrical safety issues where the presence of electrical hazards resulted in the employment of uniform procedures without regard for the risk level. The hazard analysis concept has been formalized into a process used throughout the industry. The hazard assessment, by itself, is not sufficient and may result in the selection of inadequate or incorrect control measures. The inclusion of the concept of risk in the 2015 edition of the NFPA 70E introduced another way to think about identifying electrical hazards and taking precautions. Electrical risk management is more than identifying hazards and choosing personal protective equipment; employers and employees must determine the operating condition of any equipment where workers could be exposed to electrical hazards. This presentation will discuss the importance of understanding how hazards and risk differ, the importance of adequately assessing risk, determining the operating condition of equipment, and other factors that influence our perception of risk.

Learning Objectives:

1. Requirements for electrical risk assessments in the NFPA 70E
2. The requirement to consider the likelihood of human error
3. The requirement to evaluate the operating condition of electrical equipment as part of the risk assessment.

Stephen Hester is the Training Director at Saber Power Field Services, LLC, where he oversees and conducts electrical safety and maintenance training for Saber's clients around the country. He has over 30 years of experience in electrical and mechanical operation and maintenance. A veteran of Afghanistan and Iraq, he has served in both the US Navy, where he qualified in submarines, and the US Army, where he was a member of the Army's prestigious Prime Power Program, which supports electric power generation, transmission, and distribution needs of the Department of Defense both domestically and overseas. He has become one of the top trainers in the electrical industry. He has trained and consulted for organizations ranging from Fortune 500 companies to small contractors and institutions such as Harvard University, Purdue University, Texas Tech University, West Point, and the Federal Government.

Stephen is a member of ASSP, the International Electrical Testing Association (NETA), the National Fire Protection Association (NFPA), the International Association of Electrical Inspectors (IAEI), ASTM International Committee for Electrical Protective Equipment for Workers (F18), the American Educational Research Association (AERA), and Kappa Delta Pi (International Honor Society in Education).

**11:30 AM - 12:30 PM - Breakout Session #2C**  
**Industrial Hygiene Track**  
**Do You Know What You Are Touching?**  
**The Reality Of Dermal Exposures**  
**Robert N. Phalen, PhD, CIH, FAIHA**

Workplace skin diseases account for 15-20% of all reported occupational diseases and they are a leading cause of lost workdays in the U.S. Recordable skin diseases and disorders exceed respiratory illnesses. However, many industrial hygienists may not be adequately trained on how to recognize, evaluate, and control skin exposures. This presentation will highlight the mechanisms and factors associated with dermal absorption, review skin disorders associated with common agents, and review available resources to help recognize, evaluate, and control skin exposures.

**Learning Objectives:**

1. Summarize the mechanisms and factors affecting dermal absorption
2. Identify common occupational skin disorders associated with different agents
3. Apply the resources available for recognizing and evaluating skin exposure



**Robert Phalen** has over 25 years of experience in industry and academia. He has worked as an industrial hygienist and manager of loss prevention and control, where he provided industrial hygiene and safety services to a wide variety of industries. Later in his career, he received his doctoral degree in Environmental Health Sciences from the University of California, Los Angeles, with a specialization in Industrial Hygiene. He is currently the Program Chair and a Professor of Occupational Safety and Health at the University of Houston Clear Lake. Dr. Phalen is a Certified Industrial Hygienist and a Fellow of the American Industrial Hygiene Association.

**2:00 PM - 3:00 PM - Breakout Session #3A**  
**Safety Leadership Track**  
**Safety Leadership Through Emotional Intelligence**  
**Britt Lee Howard, CSP, CRSP**

We will discuss the application of Emotional Intelligence as Safety Leaders.

Learning Objectives:

1. Safety Leadership
2. Emotional Intelligence

Britt has served in HSE for more than 31 years all over the United States, in 15 countries, and across 4 continents, as a professional firefighter, HSE professional and college instructor. He is a Safety Professional at Heart, routine Conference Speaker, Subject Matter Expert, and Author. Britt has a successful record of leading teams and individuals in the development and implementation of highly successful, cost effective, and sustainable HSE programs and cultures in several multibillion dollar global petro chemical companies and service providers. He has also been a productive member of Executive Leadership Teams for more than 19 years.

Britt imparts some of his personal and process safety leadership philosophies in several books he has written "The Ten in Safety Leadership" (1st and 2nd Edition), "Leadership in 50", and "The Value of Mentoring". He also has co-authored a series of children's books with his wife (Little B's Safety Coaching and Little B's Good Behavior Coaching).

Britt's proudest accomplishment is being part of CH2M's Best Ever Safety Performance in 2018 and the continued positive safety performance of the sites, groups, and organizations with whom he has served since then. He is held positions ranging from Safety Engineer to Vice President.

Britt earned a BS in Criminal Justice from West Virginia State University, a MS in Safety Management from Marshall University; he is a Certified Safety Professional (CSP), and a Canadian Registered Safety Professional (CRSP).

Britt is married to his Best Friend, Biggest Fan and he has 5 children.



**2:00 PM - 3:00 PM - Breakout Session #3B**  
**Safety Technical Track**  
**Designing And Delivering Memorable EHS Training**  
**Adrienne Young**

As an EHS professional, a vital part of your job involves facilitating learning for other adults in your organization, specifically focused on regulatory compliance topics. You are recognized as a subject matter expert, but you may struggle with transferring that knowledge to others in a way that is memorable for all the right reasons. Please join me in exploring how you can utilize the training design and delivery concepts outlined in ANSI/ASSP Z490 in combination with adult-learning principles to maximize the positive impact of your training sessions, to build employee behaviors that will improve EHS performance within your company.

This session will unpack the key elements of ANSI/ASSP Z490.1 and Z490.2 in a way that makes it easier for you to understand and apply them in-person and online. This session will also provide you with practical ideas for transforming your current lecture-style EHS curriculum into exciting materials that are sure to keep your audience engaged and actively participating in the learning process. These concepts will help you to be a more productive and valued collaborator as you work on training projects with the Learning and Development group within your organization."

Learning Objectives:

1. Recall adult learning principles that must be satisfied for EHS training to be effective
2. Recognize the primary adult learning styles and how they can influence the way training is designed and delivered
3. Describe the main EHS training design and delivery program elements as outlined in academic and industry standards

**Adrienne Young (BSCHE)** is a Senior Consultant at BSI Consulting with over 25 years of practical experience in the specialty chemicals industry, including site-level and director-level leadership roles. Ms. Young is an engaging learning and development facilitator trusted with delivering EHS technical and leadership content to employees on the front lines and in the C suites. She specializes in creating, implementing, improving, and auditing EHS programs and integrated management systems, with a focus on process safety and operational risk management. Ms. Young partners with clients to make it easier for them to demonstrate compliance with applicable EHS laws/regulations, conformance to international/industry standards, and maintenance of operational resilience.

## 2:00 PM - 3:00 PM - Breakout Session #3C

### Industrial Hygiene Track

#### Discovering The World Of “Digital Safety”: Amazing Tools Available At Your Fingertips That You Might Not Have Known About

**Robert Emery, DrPH, CHP, CIH, CSP, CBSP, CHMM, CPP, ARM**  
**Scott Patlovich, DrPH, CIH, CSP, CBSP, CHMM, CPH**

With the current proliferation of portable electronic devices (e.g. smartphones), safety professionals now have a myriad of helpful safety tools available at their fingertips. It is difficult to find a systematic unbiased summary and catalog of these tools that are actually helpful to health and safety practitioners, so the sharing of these tools is often done haphazardly or through word of mouth. Also, due to our very busy schedules, only a few of us have taken the time to download and understand how these tools can help in our everyday work and personal lives. This presentation will discuss the various tools that safety professionals will find useful to have loaded on their portable devices and will briefly demonstrate their utility. A useful list of websites that can be accessed for tool downloading will be provided. Ample time will be allotted to discussion, and technical assistance with possible downloads will be available.

#### Learning Objectives:

1. Evaluate the breadth of currently available apps related to health and safety
2. Deep dive into several very useful mobile apps that are helpful to health and safety practitioners
3. Summarize helpful apps and download them to your smart device for use in practice going forward



**Bob Emery** is Vice President for Safety, Health, Environment & Risk Management at The University of Texas Health Science Center at Houston and Professor of Occupational Health at The University of Texas School of Public Health. He has over 40 years of experience in health & safety and holds master's degrees in health physics and environmental sciences, and a doctorate in occupational health.



**Scott Patlovich** is Assistant Vice President for Environmental Health & Safety at the University of Texas Health Science Center at Houston. He has a master's and doctoral degree in occupational and environmental health sciences. Scott holds professional credentials in various areas of health and safety, and frequently publishes in several peer-reviewed health and safety related journals. He also serves as an Associate Editor for the peer-reviewed journal called Applied Biosafety.

**3:30 PM - 4:30 PM - Breakout Session #4A**  
**Safety Leadership Track**  
**Safely Improving Productivity; Lessons Learned From**  
**Global Investigation**  
**George Perrett, MBA, BS**

In 2019, the number one concern across industry was the availability of skilled workers and its implications on productivity, profitability and of course, safety. At a leading industry conference 300 operational excellence and planning leaders committed to addressing solutions about the dwindling number of workers to support the petrochemical industry. Pandemic notwithstanding, industry today is facing unprecedented challenges getting work done. Workforce and safety professionals were tasked with researching other plants around the world to identify solutions of how their companies and the newer plants were safely improving productivity with fewer people. The presentation, Safely Improving Turnaround Productivity, shows several new technologies identified and are being tested and utilized by Gulf Coast refineries and chemical plants today. Case studies from area plants show the results and financial impact values of systems such as connected worker systems, artificial intelligence for compliance and dropped objects elimination, proximity badges and much more. Additionally, multiple vendors and suppliers contributed to the analysis to emphasize the technology and not a specific product provider.

**Learning Objectives:**

1. New Technologies in use to improve safety and productivity in a diminishing workforce
2. Local Case Studies following the implementation of these practices in local plants
3. Availability of technologies for the gulf coast

**George Perrett** is a lifelong resident of the “petrochemical capital of the world”, Beaumont, Texas. As a process improvement junkie and Six Sigma Black Belt, he has supported the energy industry globally working for multiple supermajor operators in the downstream, mid and upstream sectors of the oilfield in over 46 countries. For over 36 years he has built high performance contractors and vendors “from A to Z” to support our operators embedding in companies including Amazon, Entergy, Department of Energy and Zurich. Additionally, his team established the global compliance model of contractor safety in use today contributing to a 95% reduction in contractor recordable accidents. He has worked for global partners including ESSO, Gazprom, PetroChina, PDVSA, Marathon, Shell and CNOOC. He holds degrees from the University of Houston, Beijing Business University and after 22 years completed his MBA at the University of Texas.

## **3:30 PM - 4:30 PM - Breakout Session #4B**

### **Safety Technical Track**

### **Culture Change: Winning Hearts And Minds For Safety**

**Cory Worden, CSP, CSHM, CHSP, ARM, REM, CESCO**

The phrase "Winning Hearts and Minds" is often used to describe the necessary culture change to create high-reliability operations and a reliable Safety Management System. However, while Safety Management Systems are well-researched and taught, high-reliability principles are frequently studied, and the need for culture change is agreed upon, there has never been a methodology to create the culture change and "win hearts and minds." With this gap, the origins of "winning hearts and minds" were researched and case studies in military counterinsurgency operations were studied to determine the methodology behind those culture changes in which indigenous populations were encouraged to turn to peace and democracy instead of violence and terrorism, even at personal risk to themselves and their loved ones. Knowing how those counterinsurgency operations worked, the methodology was then applied to Safety and Health culture change to encourage safe work conditions and safe work practices, even in the face of countering arguments to work faster, often at the expense of hazard controls. With case studies now known in both historical counterinsurgencies and also successful applications of this culture change methodology to create safe workplaces, this presentation provides a discussion of what high-reliability operations entail, why culture change is needed to achieve them, and specifically how to achieve that culture change using evidence-based, reliable methodology.

#### Learning Objectives:

1. Identify the principles of a High-Reliability Organization and the methodology of a Safety Management System
2. Identify the methodology of Counterinsurgency Theory as a means to create culture change towards a High-Reliability Safety Management System
3. Identify the methodologies of case studies in which counterinsurgency operations created culture change and examples of how this has been applied to Safety and Health culture change

**Cory Worden, M.S., CSP, CSHM, CHSP, ARM, REM, CESCO**, has over 18 years of experience in Safety, Health, Environmental, Emergency Management, and Training in the Government and Public Sector, Healthcare and Public Health, Military, Manufacturing, and Construction industries. He has published over 130 articles, conference presentations, webinars, podcasts, and research posters and holds senior volunteer leadership positions with the ASSP, AOHP, and National Safety Council. Cory has received 12 major recognitions and 11 military medals and awards. He has also completed All But Dissertation in his Ph.D. studies in Public Safety Leadership; this presentation results from his dissertation research that is available in his 2018 book, "Countering Insurgent Behaviors".

**3:30 PM - 4:30 PM - Breakout Session #4C**  
**Industrial Hygiene Track**  
**Hazardous Material Pre-Incident Planning**  
**Richard Lawhorn**

After the events of the ITC petrochemical fire in Deer Park, TX, Harris County contracted a county-wide gap analysis which resulted in 52 recommendations. All recommendations were adopted through Harris County Commissioners Court and the Fire Marshal's Office was tasked to develop, build, and execute a first of its kind hazardous materials preplan program. Since the fire impacted residential areas, commercial businesses, and EPCRA Tier II production units, the recommendations were aimed at being more prepared for a hazardous material event, which may affect areas 15 to 20 miles downwind. The presentation will discuss the program and how it benefits the local first responders, builds relationships with industry, and increases community knowledge about the plans to minimize risks from hazards surrounding their area.

Learning Objectives:

1. Describe the key Lessons Learned from the ITC fire.
2. Identify risks to their work or home location to determine risks of impacts based on severity, probability, wind directions, and distance.
3. Summarize the changes that need to be addressed for businesses with the risks of a catastrophic event and preparatory activities that locations downwind of an event should implement.
4. List how to develop and maintain a hazardous materials preplan, the resources and information needed, including an industrial hygiene chemical monitoring plan.



**Richard Lawhorn** has served as a Captain for the Harris County Hazardous Materials Response Team for over 19 years and is in charge of the daily operations of the 32 member team. Prior to the fire marshal's office, Richard worked for over 16 years in industry for companies such as Rollins, Tenneco, and Enron in both Operations and Emergency Response. Richard has also served his community by volunteering with the Pasadena Fire Department for over 28 years retiring as Assistant Chief. Richard served as the 2022 Channel Industries Mutual Aid (CIMA) Chairman and currently serves as the 2023 CIMA Steering Committee Chairman.