



SOUTHPAC
international
group



HOP | LAB

Event Learning Review

A practical 2-Day course to introduce a new approach to learn and improve from incidents and events

Course Overview

The Event Learning Review Course has been designed to reshape the way organisations learn from incidents and accidents. Traditional investigations often fall into the trap of identifying repetitive 'root causes,' lacking the ability to learn or prevent similar events. Our course introduces a flexible yet structured approach, emphasising collaboration and empowerment.

Unlike conventional methods, an Event Learning Review prioritises understanding the nuances of everyday work, building relationships with frontline workers, and leveraging their insights to create sustainable solutions.

Participants will explore the Human and Organisational Performance (HOP) principles in the context of Event Learning, fostering a highly contextualised perspective that navigates the complexities of organisational dynamics. This training not only shifts the focus from rigid documentation to practical learning, but also demonstrates a commitment to shared goals, fostering high-performing learning organisations.

Traditionally, workers seldom enjoy being investigated, and our training recognises this reality. By shifting from bureaucratic, model-driven activities to collaborative engagement with frontline personnel, participants learn to capitalise on the weeks following an event as an opportune time for learning and improvement.

About HOPLAB by Southpac International Group

HOPLAB by Southpac International Group introduced Human & Organisational Performance (HOP) to Australia and New Zealand in 2017. Our aim is to help organisations move off the plateau of performance, improve safety and simultaneously enhance outcomes across all other areas of business.

Our team are specialists in Human and Organisational Performance, Management Systems and Leadership Development – providing expertise in all three areas as needed to achieve the best possible outcomes for our clients.

We're here to help you bring out the best in your people and systems.

We work with each organisation to understand how work happens and guide decision makers to reflect, learn and grow – harnessing the potential that already exists within the business: its people. We offer a unique perspective and an organic approach that drives more sustainable results.

Course Overview | 2 Day Program

Day 1 – Applying HOP Principles to Event Learning Reviews

- Course Introduction
- People Make Mistakes - Redefine the role of error in incidents
- Blame Fixes Nothing - Appreciation of how blame influences learning
- Context Drives Behaviour - Learning beyond compliance by understanding context
- Learning is Vital - Moving from find and fix to learning and improving
- Response Matters – Understanding the role of response in Event Learning Reviews

Day 2 – Event Learning Review Process

- Learning Review Phases
- When to use Event Learning Review
- Event Learning Review Considerations & Planning
- Building Relationships & Gathering Information
- Learning with Better Questions
- The Accident Model Trap
- Analysis and Sorting Data with AcciMaps
- Reporting
- Improvements

What to expect

Following the course, participants will be able to apply the Event Learning Review method as a new Operational Learning tool within their organisation. The course is designed to provide an in-depth and engaging learning experience that will ensure participants can incorporate Event Learning Review into their organisation's post-event process.

Who should attend?

Managers, supervisors and team leaders in operational safety roles will all benefit from the learnings and methods included in this course.

It is applicable to anyone in an organisation who is responsible for investigations of events, incidents or near-misses, or those interested in a new approach to replace traditional investigations.

Find upcoming dates and enrol using the QR code



Our Clients



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