



# AT WORK

A SELECTION OF DIFFERENT EXAMPLES FROM THE EVERYDAY EXPERIENCE OF BOSKALIS

## NINA GREETINGS FROM PORT LA NOUVELLE!

**SHE-Q Engineer Caroline Kannwischer came up with a brilliantly simple idea to connect people: she designed an old-fashioned postcard to celebrate 10 years NINA.**

Caroline is in her mobile office – that is her car – to talk in a Teams meeting about her initiative. “As part of our 10 years NINA anniversary we decided to do the NINA E-learning as group sessions, within the different vessel bubbles. But then I thought: we have a party but what is the treat? Where is the cake?” She laughs. “We give people a 10 years pen, but why not give them a postcard to write on as well?”

### APPRECIATION

Having a background as a Drilling Engineer and having worked in the field on- and offshore, Caroline always has been interested in safety and is grateful for the backing of those at home. “For the anniversary of NINA we wanted to show our appreciation to our family and friends that support us. Especially during COVID, people have valued every little bit of in-person interaction. Also: everyone always gets big eyes when they receive a (hand written) letter or card. It means that someone thought about you and actually made the effort to get pen and paper and write you a little note.”



| Caroline Kannwischer



### TO GET SAFETY IN THE PERSON

Caroline designed the postcards herself, with a nice picture of the work on the front and, of course, NINA on the back. “I wanted to use the opportunity to bring NINA home to families and friends as I always strive to get safety engrained into the person and not just the job. If we manage for people to take on a few safe habits also at home, away from supervision, and even to share their safety learnings with their loved ones – that’s just awesome.”

### FROM SPAIN TO TOGO

People were enthusiastic about the initiative, Caroline says: “Some were straight away asking for more cards.” For some of the younger guys it turned out to be their first ‘old-fashioned’ postcard ever. To make things really easy people could put their written

cards in the SHOC box, after which Caroline put a stamp on them and sent them off. She saw addresses from all around the globe: “From Spain to Togo and everything in between.” To close the circle Caroline asked people to share pictures of their loved ones with the cards. She will make a follow-up poster with them, showing who this project touched onsite and offsite, directly or indirectly ■

*NINA is all about connecting people. What good initiatives are there on your project or vessel?*

# IN THE SPOTLIGHT: THE ROTATION TOOLBOX

**How can we make our toolbox meetings more lively? That’s the question David Cuninghame, Project Manager at Subsea Cables, asked himself when working on the Ndeavor. He remembered an Australian initiative: the rotating toolbox.**

**The idea is simple: you appoint a crew member to reflect on their previous shift. He then nominates a colleague to do the same at next day’s toolbox. The toolbox facilitator should still conduct their section of the toolbox to inform and discuss about the activities that are planned for the upcoming shift. The rotating part is foreseen as an add-in at the beginning to allow the group to reflect on their own previous shift.**



| David Cuninghame

“The whole idea behind it is that you don’t just get talked at, but actually take part”, David says. “By nominating a colleague everyone gets a turn and can have their say.” His experiences are quite positive. “I see it stimulates people to think about what they want to say. Sometimes they discuss it with others beforehand. Our principle goal is to reflect on the previous shift of this group, but some guys talk about safety moments they’ve experienced earlier. That’s okay too.”

### VALID POINTS

Paul Watson, Superintendent Subsea Tools, is positive as well.



| Paul Watson

“Even the client participated,” he says. Apart from the discussion itself, which already is valuable, some of the crew members’ contributions did highlight (technical) issues that had got lost in the daily work. Handing over the gavel can however also lead to surprises. “There were indeed some issues raised I didn’t agree with”, Paul says. “But we still acted on it, if they were valid points.”

### UNCOMFORTABLE

As sympathetic as it might seem to nominate a colleague to have their say, for some the pressure of speaking in public can be very high and should not be trivialized, says Mark Whiteley, Equipment Supervisor and one of the participants. “Personally I don’t mind. If I have something valuable to contribute I enjoy speaking and discussing things.

Good communication is the key to a smooth work environment (and life in general). However, I know some colleagues felt really uncomfortable with it.” That’s why it’s important to start with inviting those colleagues who already feel comfortable with this. This way the others can see which way the wind blows.

### HOW COULD IT WORK?

Wrapping up we could say there are pros and cons about the rotating toolbox. Some might feel being nominated is being forced, whereas others might just need this little support. What are your ideas on rotation toolboxes and how to make toolboxes more interactive? Discuss it on your project/ship and let us know! ■



| Mark Whiteley