

# Marinus Floe Kristensen

**Marinus Fløe Kristensen:** Occupational Therapist Eight years of management experience Since 1989 been working as national as well as a international speaker and advisor in the occupational health industry concerning lifting and handling of patients and writing articles on the topic sling, product design and management related issues to occupational health



## Walk the Talk

The community of Randers, area Møllevang and Bakkegården have run the project Drivers Licence for lifting and handling. 280 employees in the care sector went through a one day program. 21 Peer leaders went further through a two day program. The aim of the one day course, CLM Drivers Licence Basic, was to set the framework within the Peer Leaders can work. The topic for the day was issues such as mind setting, common professional language, workshops where theory and best practice were challenged and confronted.

The aim of the two days course, CLM Drivers Licence Advance, was to build a team spirit among the Peer Leaders. The topic for the two days was to challenge and confront issues such as defining a team, best practice when doing product analysis, performing the RISK analysis, and training in communication.

Before the CLM training

- o Lack of a shared professionalism and shared attitudes/mindsets when cooperating around the individual resident that received help in relation to personal care, lift and transfer.
- o It was not acceptable to question a colleague's way of working or to ask colleagues to change their way of working.
- o Focus on "What is good for the individual resident".
- o Focus on lowering the number of work related injuries and days lost through sickness.

After the CLM training

- o Shared basic knowledge and shared attitudes/mindsets. We know what we are talking about.
- o Focus on both "What is good for the staff" and "What is good for the individual resident".
- o It is acceptable to question colleagues' way of working.
- o More dialogue about setting demands to each other and one self, taking care of your self and keeping a "zero-mistake" attitude. Short cuts are no longer accepted.
- o Agreements are made regarding the cooperation around the individual resident.
- o Increased focus on professionalism in work assignments (in contrast to focusing on personality). RISC analysis are made in complicated cases = a professional tool used to define the various issues different employees experience in their work.

This Seminar will look at this project and its success in Europe with the aim of provoking discussions as to how something similar could be used to engage top level management to develop and implement Occupational Health initiatives.