



# Alaska Tanker Company

Mindfulness and Total Worker Health

Fall 2015 Symposium

# *Riding the Wellness Wave:*

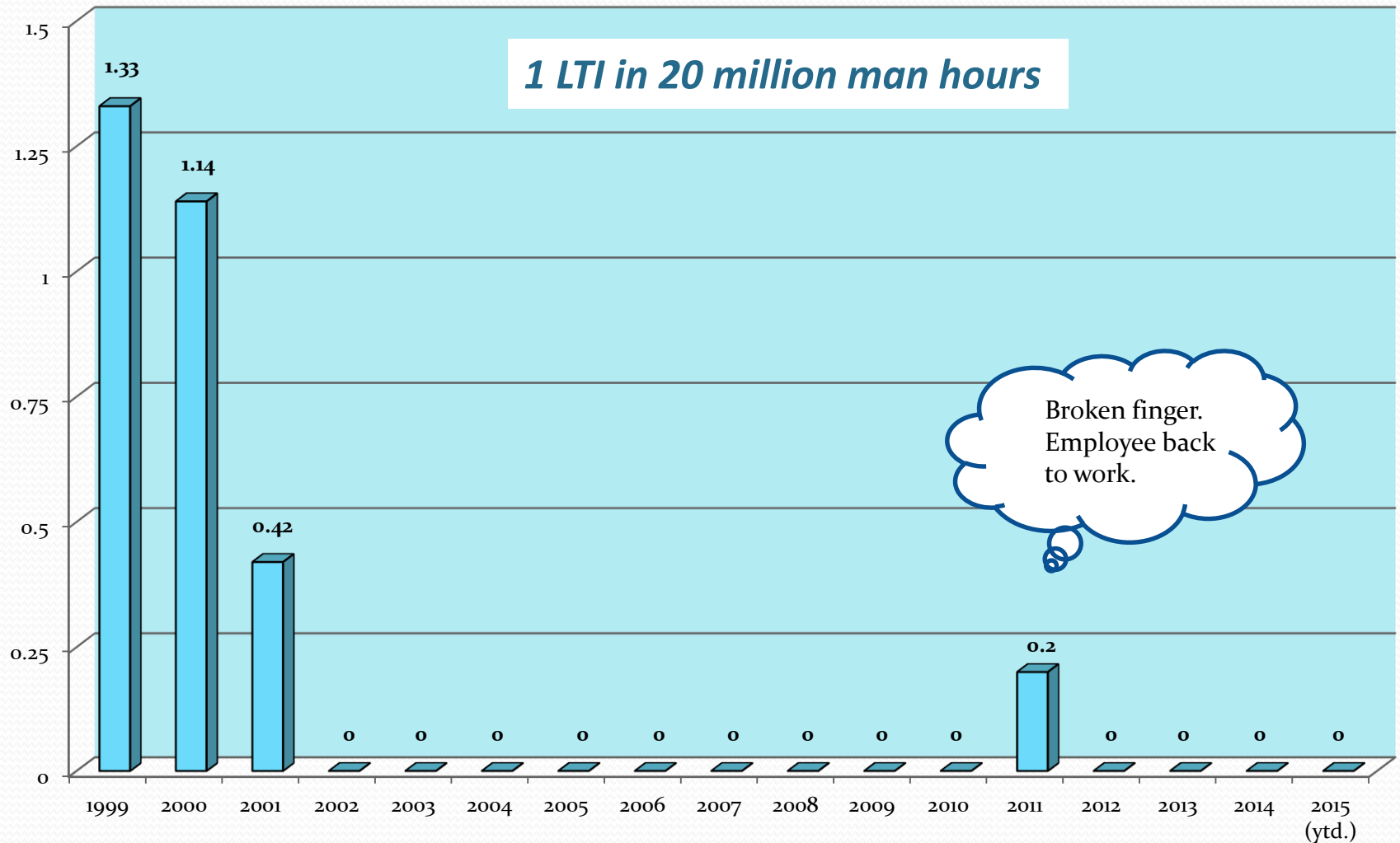
*Providing opportunities to create and sustain wellness through emotional intelligence, mindfulness, nutrition, and fitness programs*

Susy Reiner, RN, CDE, and Captain Robert Wenz,  
Assurance, HSSE and Marine Team Lead, Alaska Tanker



## Injury Frequency Comparison – Injuries per 200,000 Hours

Through October 2015

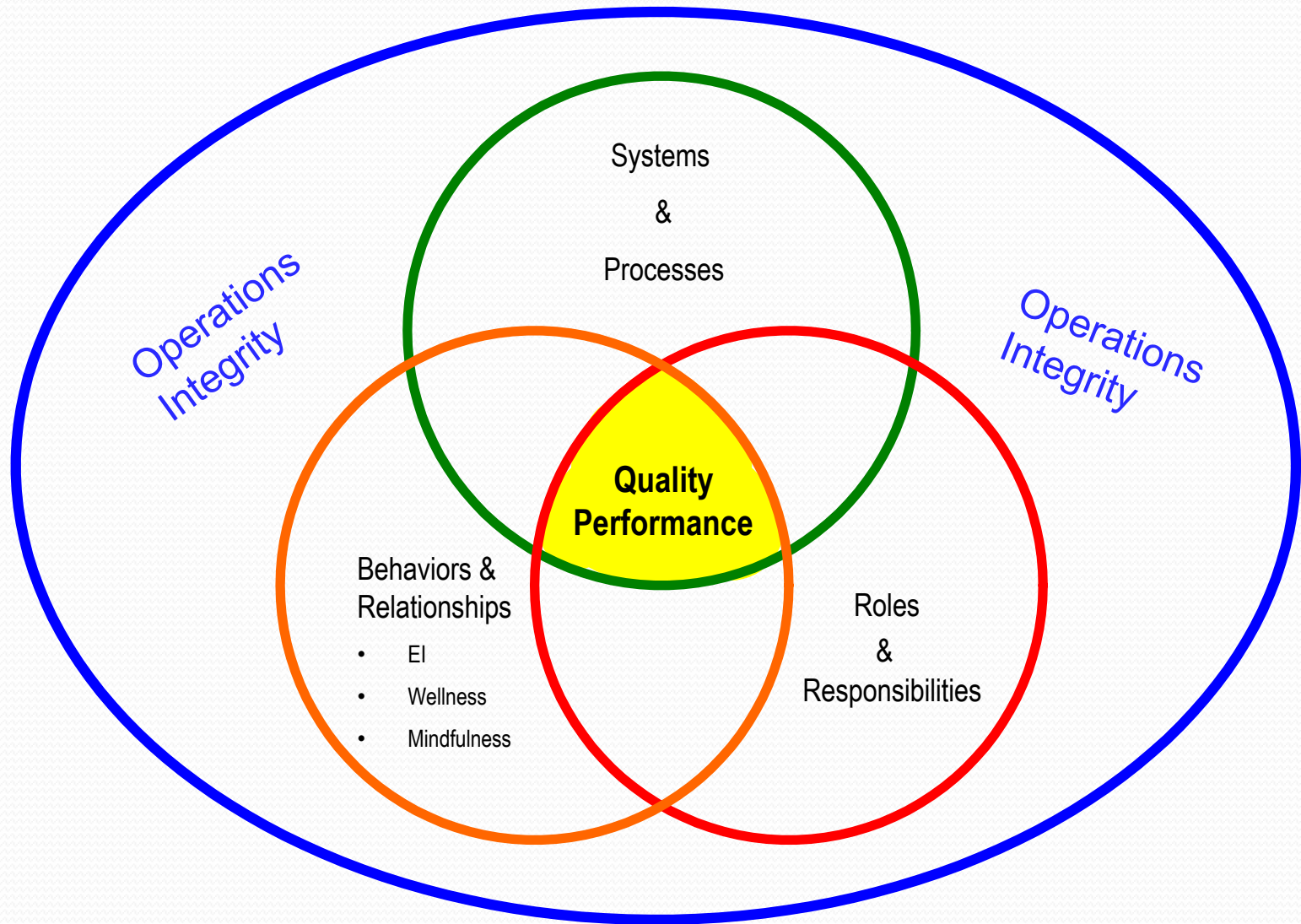


*Note: 2004 onward includes all contractors, excluding dry-dock.*



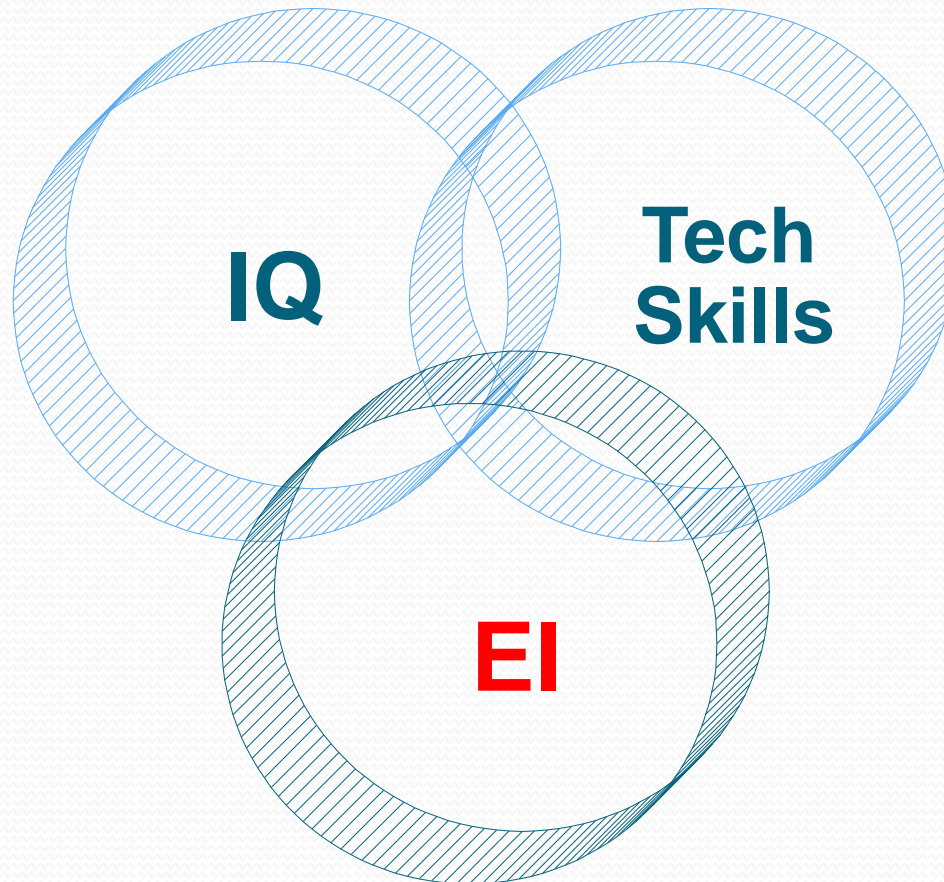
Alaska Tanker Company

## Performance Model





# Domains of Competence



# ATC's EI Journey

ATC Context	Training offered
<b>2002</b>	
<b>New Company – People</b>  New Processes & Procedures	<b>Phases of Change</b> <ul style="list-style-type: none"> <li>• Denial – Resistance – Exploration – Commitment</li> </ul> <b>“Get over it” vs. “Empty the Cup”</b> <ul style="list-style-type: none"> <li>• Listen – Summarize – Empathize</li> </ul>
<b>2003</b>	
<b>New Ships Coming – 1 Older Ship Out</b>  Change On the Way!	<b>Leadership Styles and your leadership profile</b> <ul style="list-style-type: none"> <li>• Bold – Expressive – Supportive – Technical</li> </ul> <b>Piloting through Change</b> <ul style="list-style-type: none"> <li>• Communicate – listen – facilitate – celebrate</li> </ul> <b>Spheres of Influence</b> <ul style="list-style-type: none"> <li>• Control vs. Influence</li> </ul>
<b>2004</b>	
<b>1 Ship into Fleet – 2 Older Ships Out</b>  Personnel Movement – New Teams	<b>Conflict Management</b> <b>Stages of team effectiveness</b> <ul style="list-style-type: none"> <li>• Form – storm – norm – perform</li> </ul>
<b>2005</b>	
<b>1 New Ship Into Fleet – 4 Older Ships Out</b>  Staff Reductions	<b>Performance feedback training</b> <b>Building blocks of communication</b> <ul style="list-style-type: none"> <li>• Articulate vision and values – Provide focus</li> <li>• Active listening (HEAR) 60%/40%</li> </ul>
<b>2006 – 2007</b>	
<b>2 New Ships Into Fleet – 2 Older ships Out</b>  “Increasing Self – Awareness”	<b>Technical Competencies</b> <b>“Amygdala Hijack” / Managing Stress</b> <b>Upward / Peer Feedback – Masters / ChE</b>



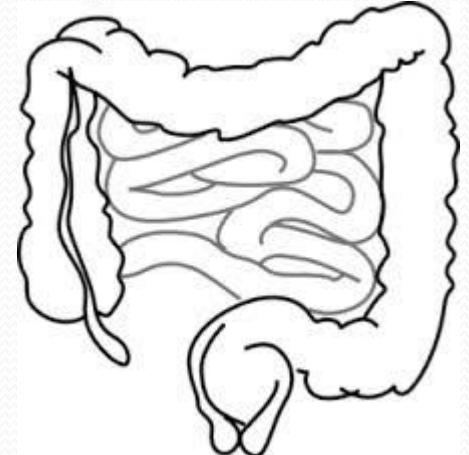
# Senior Level Support

“What safety and wellness in ATC have in common is caring for the employee, and this is a core value in ATC. Just as ATC sets the standard for performance in HSE, Quality and Value, we will set the standard for providing employees with opportunities to create and sustain wellness.”

*~Anil Mathur President and CEO Alaska Tanker Company LLC*

# Wellness

Nourishing the Head, Heart & Gut  
through mindfulness, whole foods,  
exercise and health coaching

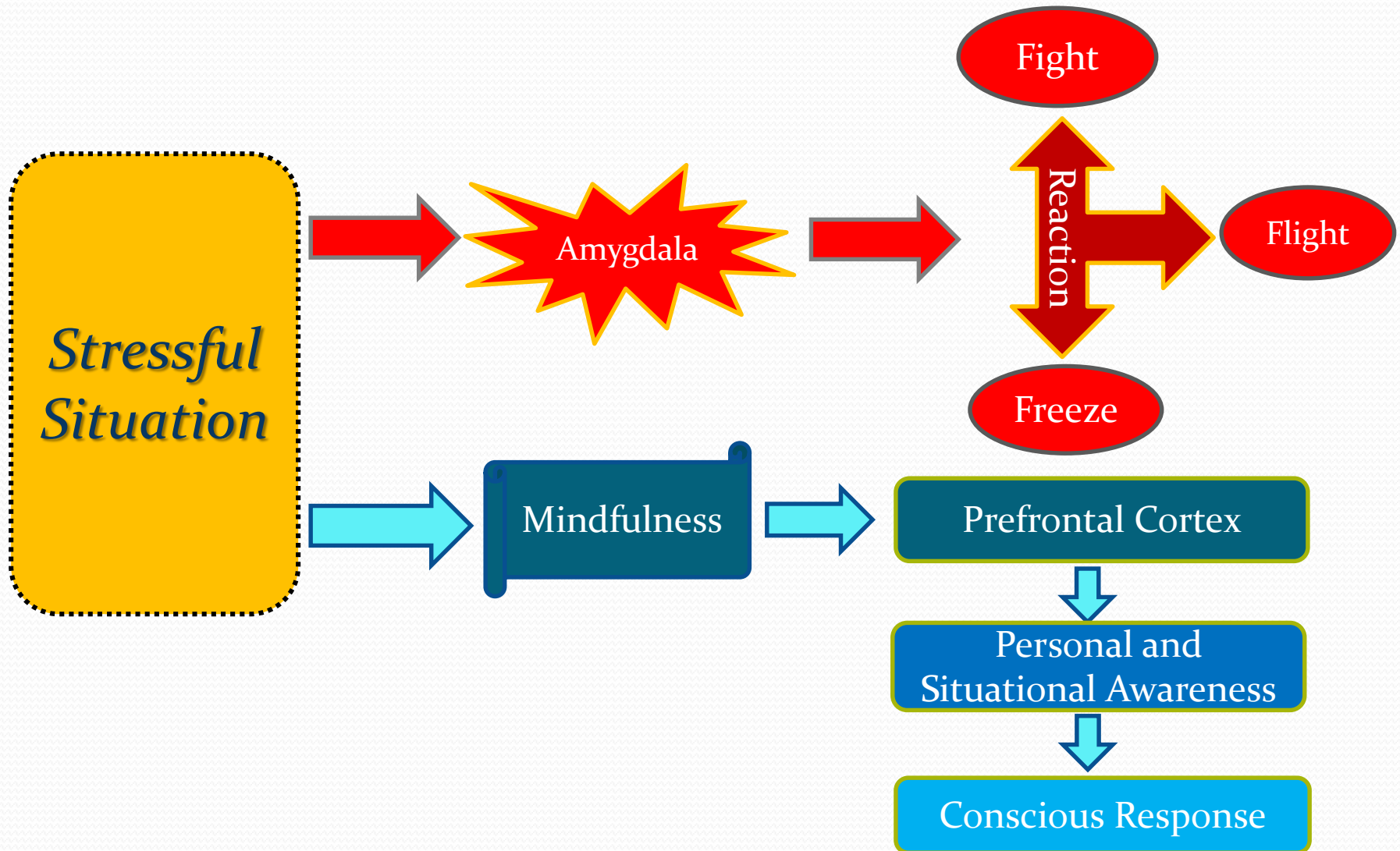






Chronic Unease → Mindfulness

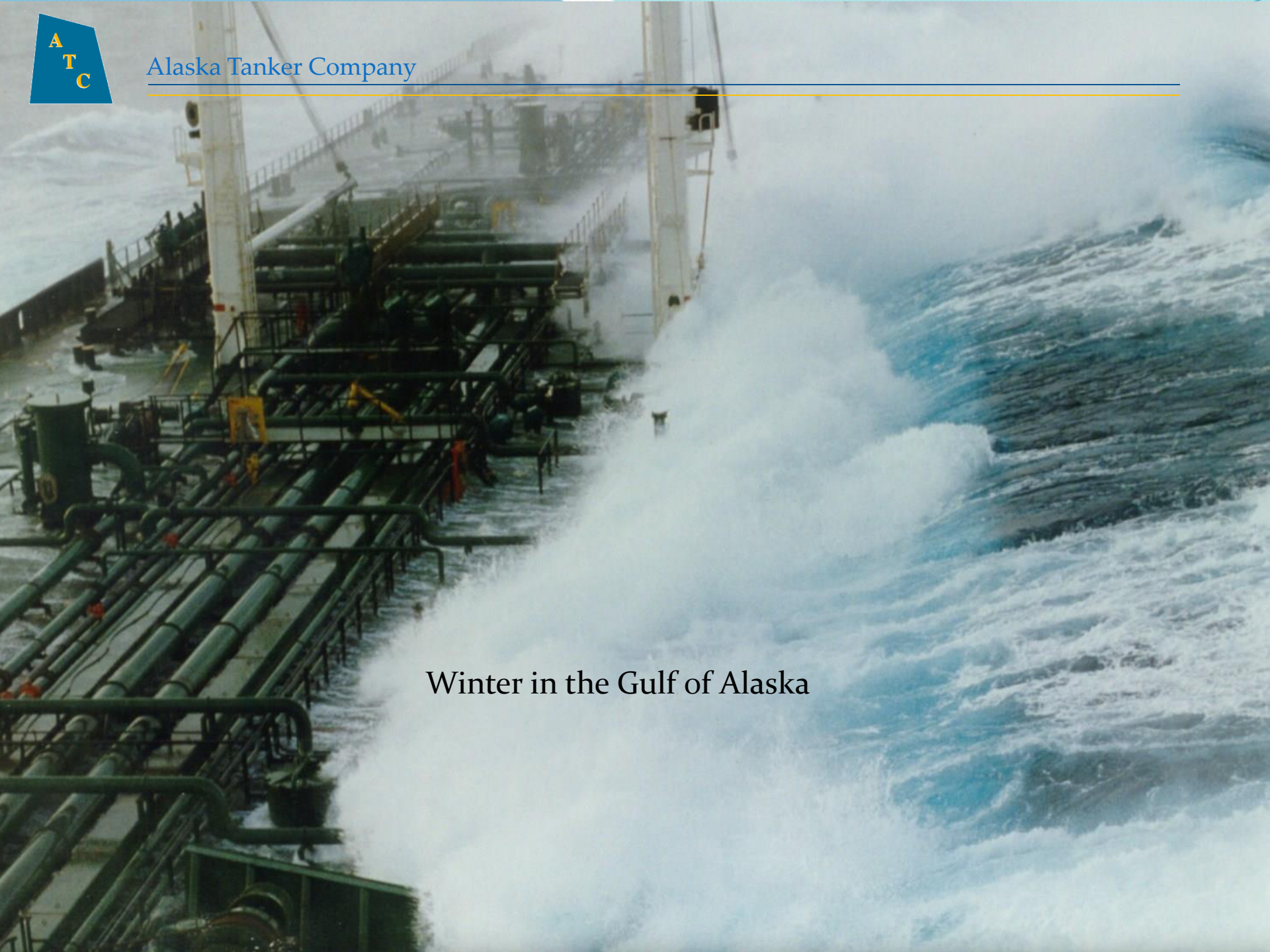
Our journey combating the concept of  
complacency





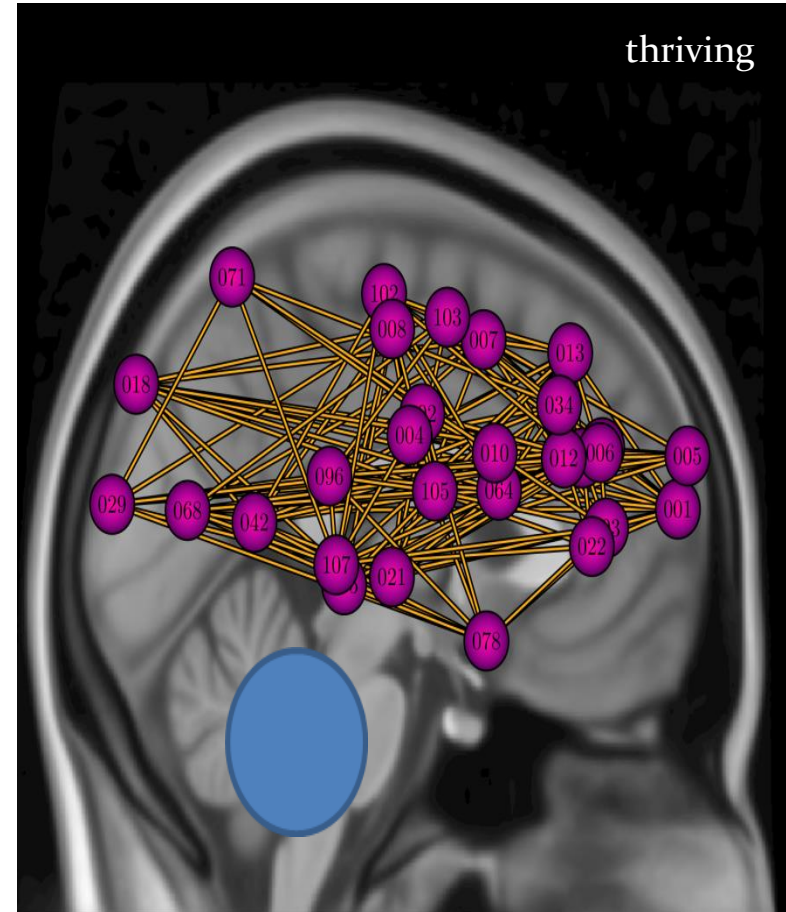
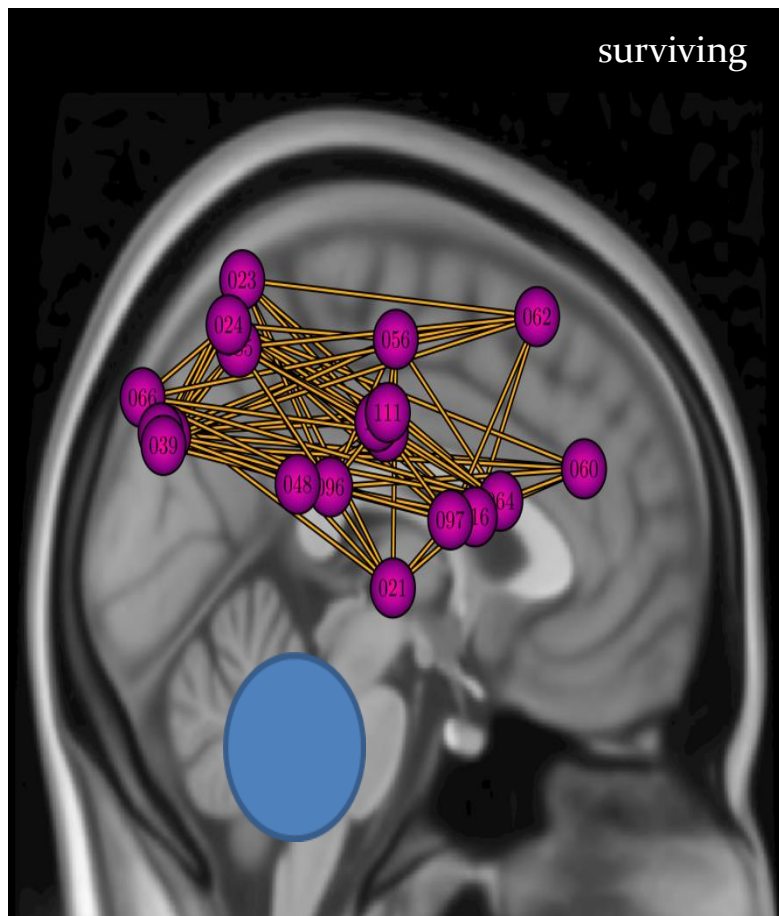
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Winter in the Gulf of Alaska

## Surviving versus thriving

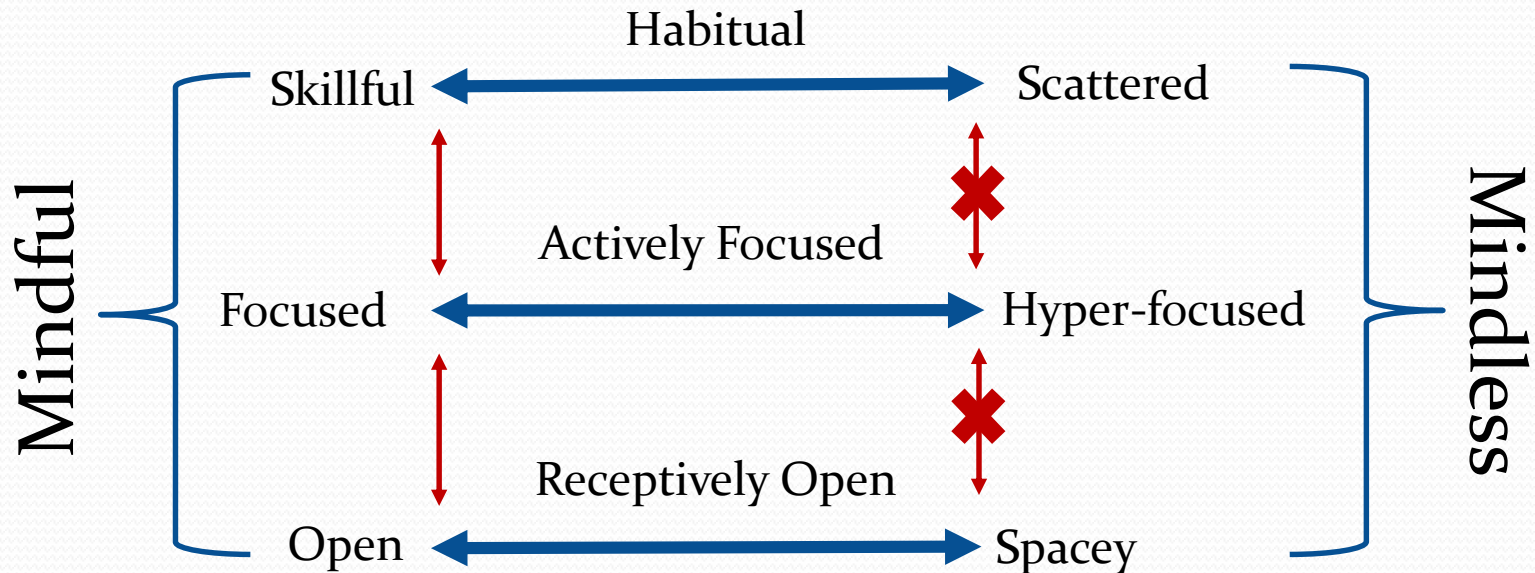




# The Mechanics of Awareness

*Integrated*

*Disintegrated*





# ATC Mindfulness Program Objectives

- To Combat Distraction and Complacency
- To Understand Different Types of Awareness
- To Strengthen/Improve Our Natural Ability to Apply the Appropriate Type of Awareness so that work is accomplished safely and effectively



# Mindfulness Skills

- Become aware of when the mind wanders
- Bring the mind back into focus on the task at hand when distracted
- Stay focused for longer periods of time without mind wandering
- Notice what type of awareness you are experiencing
- Make adjustments to awareness types when needed depending on the task at hand

# Mindfulness Tools

- Mindful pause on ships prior to safety meetings
- Mindful pause in the office after the daily operations call
- Specific mindfulness training for vessel leadership personnel
- Group training for the crew
- Individual mindfulness Coaching
- Optional group practices for ship and shore staff
- ELT Conference mindfulness practice sessions

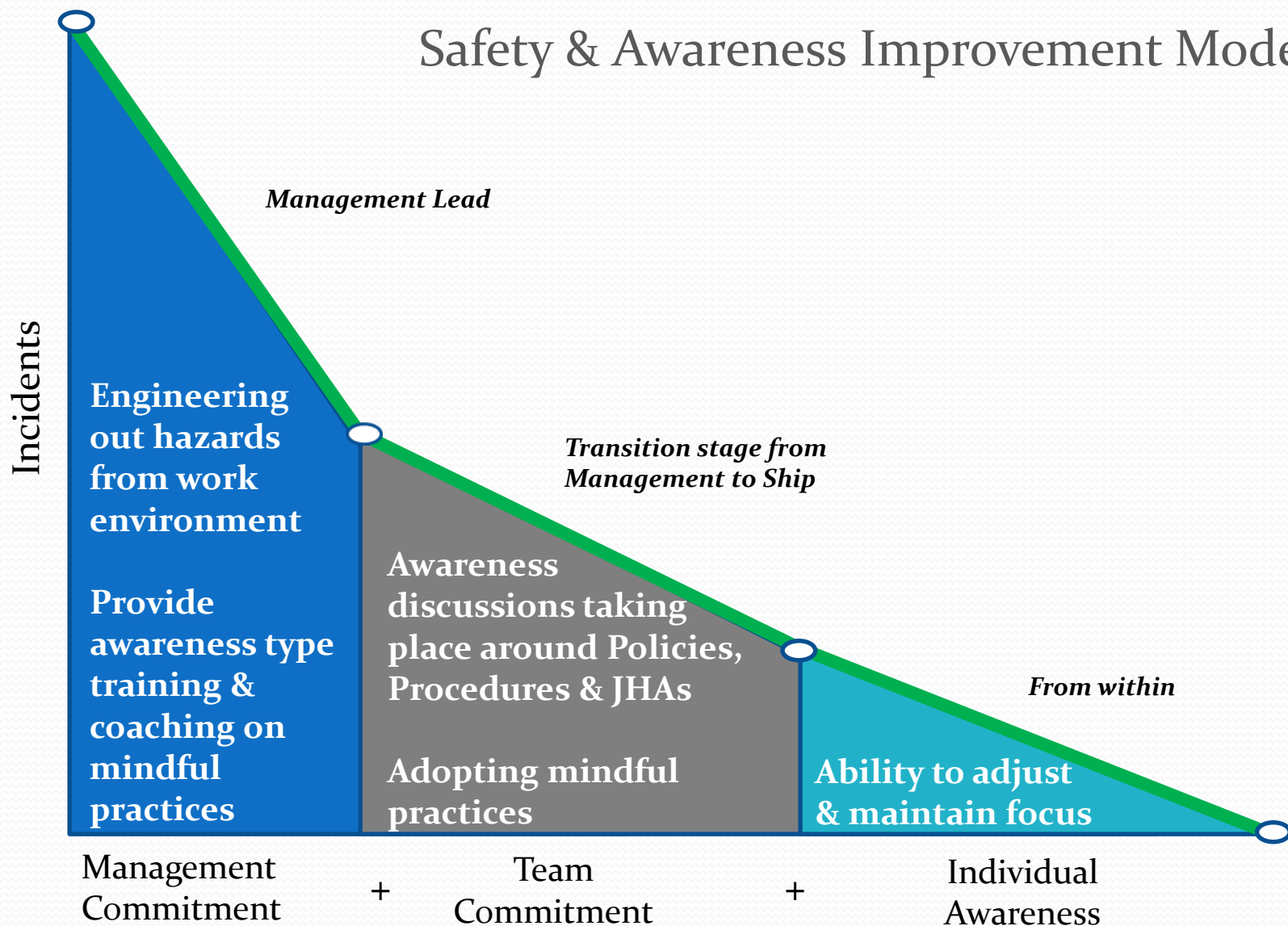
# Time for a Mindful Pause

## 3 point object meditation

1. Inhalation
2. Exhalation
3. Select a point on your body as your “anchor” to come back to when your mind wanders



## Safety & Awareness Improvement Model



# Resources

- HeartMath Institute  
<https://www.heartmath.org/>
- Institute of Coaching: McLean Hospital & Harvard Medical School <http://www.instituteofcoaching.org/about-us>
- New Ventures West Integral Coaching-Steve March, PCC  
<https://www.newventureswest.com/faculty/>
- The Institute for Functional Medicine  
<https://www.functionalmedicine.org/>
- Wellcoaches School of Coaching  
<http://wellcoachesschool.com/>

# Thank You!

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