



## THE CHALLENGE

Energy exploration is a high-risk profession. At one period, however, Marathon Oil was reporting 0.61 injuries per 20,000 hours worked—a rate considered to be unacceptable within the industry. Leadership attributed this poor rating to an ineffective training curriculum that was failing to successfully engage participants—leading to poor retention of critical safety information.

## OUR SOLUTION

To remedy this, Marathon enlisted The Bob Pike Group (BPG) to help design and develop a new Life Critical Skills Training Course. After identifying key learning objectives, BPG designed a curriculum incorporating interactive learning activities (ILAs)—supported by leader guides, PPT presentations and other support materials—to drive engagement. After running a pilot program and incorporating feedback, BPG trained internal instructors on delivery of the new course.

## THE RESULTS

After rollout of the Life Critical Skills Safety Program; Marathon Oil saw their injury rate drop from 0.61 to 0.45—their best-ever personnel safety record. In addition, participants reported being more engaged during training and retaining more information—positive feedback that was reinforced by higher test scores and lower incident reports across the organization.

**26%**  
**DECREASE**  
IN REPORTED INJURIES

**ANNUAL**  
**SAVINGS**  
**\$500,000**

**INCREASED**  
**ENGAGEMENT,**  
**RETENTION**  
**& TEST SCORES**

