

SSA CONSULTANTS

FOR IMMEDIATE RELEASE
June 8, 2009

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SSA Consultants Featured at 2009 NPRA National Safety Conference

BATON ROUGE, LA. – Craig Pourciau, M.A. and William Williams, Ph.D. of SSA Consultants, a Baton Rouge-based organizational development and management consulting firm, were featured at the 2009 NPRA National Safety Conference. The NPRA National Safety Conference, which was held May 12-13, 2009, annually features presentations, sessions, and seminars by leading industry and field experts on safety challenges and issues affecting refineries and petrochemical plants. Dr. Williams wrote the paper and Craig Pourciau presented it with Joey Hagmann, Refinery Manger at Placid Refinery.

Pourciau and Williams' abstract, titled "Identify Individuals Likely to Engage in Unsafe Working Behavior," was selected by the committee for the NPRA National Safety Conference to be featured in a presentation to conference attendees during the Day One session. The presentation to over one hundred petrochemical managers and refinery safety experts included a discussion on the utilization of a well-validated personality assessment during the hiring process and as part of an organization's employee development efforts. The presentation explained how these individual assessment results, when augmented with wrap-around training, create new levels of self-awareness and customized development plans focused on personal characteristics linked to higher safety risk.

"Organizations are just beginning to realize considerable progress in their ability to identify individuals who are likely to engage in unsafe working behavior," said Williams, partner at SSA Consultants. "Through extensive research, researchers at Hogan Assessments were able to isolate six personal characteristics that can be assessed, and these are linked to various evaluations of safety-related job outcomes."

The safety assessment, based on unsafe work behavior research conducted over the past four decades by the internationally-known personality assessment and consulting firm Hogan Assessment Systems, includes a user-specific report that identifies risks that individuals possess which lead to on-the-job accidents. The results of the report identify six distinct scales of safety-related behavior and determine three areas of general employment fit. With a low cost and applicability in both employment selection and employee development, the Hogan safety assessment is quickly becoming the world's leading safety personality instrument based on validated research and studies.

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SSA Consultants helps companies succeed in a world of rapidly shifting global markets, emerging technologies, and a dramatically changing workforce. The firm's Leadership Development services build leadership capacity by using validated tools to identify individual strengths and weaknesses, deliver relevant leadership skills training, and help individual leaders create practical development plans to hone their leadership abilities. Utilizing a collaborative approach, SSA's consulting and training services are designed and delivered to meet clearly defined needs. For more information on SSA Consultants, please visit www.consultssa.com.