

# HSE LEADERSHIP DEVELOPMENT

“Our work creates a sense of mission, leadership and mentorship. We aim to improve interpersonal skills, decision-making, management and communication styles, as well as motivating team members to celebrate victory and recognise contributions.”



Perhaps the most difficult challenge facing any organisation within the resource industry is the cultivation and maintenance of a health and safety environment.

Without this culture, companies cannot meet their moral and legal obligation to provide a safe workplace for their employees, compromise the integrity and value of their business, and fail to meet shareholder's expectations.

At Comptency Based Solutions (CBS) we recognise that an organisation's most valued resource are the managers and supervisors who develop and implement a health and safety environment.

We understand that ineffective leadership at the senior management level inevitably leads to a lack of vision and strategy; at the middle management level a lack of skills needed to create and nurture a work safe culture, and at the frontline (supervisory level), a lack of success in the actual implementation and delivery of these safety systems.

Simply put, ineffective management at all levels is the greatest impediment to developing a workable and sustainable health and safety environment.

We specialise in:

- \* Development and coaching of all levels of management to achieve ongoing and sustainable health and safety performance.
- \* Assisting senior management to develop an effective and tangible HSE vision so that it is translated into believable and tangible actions for workers to deliver.

- \* Supporting middle management to create an environment conducive to behavioural and cultural change.

- \* Ensuring supervisors implement these culture changes at the coalface, translating safety goals into daily tasks.

We believe that supporting management at all levels is an essential process to achieve a sustainable health and safety vision, and have developed interventions tailored to meet individual needs to create leaders not just confident in HSE delivery, but who have the ability to effectively manage change in a dynamic operating environment.

We motivate your employees to engage in meaningful conversation in order to plan, review and execute work tasks to promote efficiency and best practice.

We engage work crews, clarify HSE standards, coach others to achieve these standards, and help foster an environment where its okay for employees to ask questions about what to do next, or what's about to happen.

And we're not afraid to assist your people to develop a constructive approach to hard conversations which can inevitably lead to the elimination of injury and incident, and that not only maintains and enhances your safety culture but also drives your organisation's efficiency and integrity, supporting you to achieve your operational and business goals.

## ABOUT US

### OUR APPROACH

At Competency Based Solutions we work at all levels of your organisation (executive, managers, and operations), to make your business safer and more competitive.

Our service delivery model is flexible and adaptive, and we engage in long-term partnerships in order to understand your operations, your people, your challenges, and your needs.

This application of high-level skills, combined with our personal approach, allow us to identify issues and develop solutions that reflect the environment in which you operate.

Our core competence is organisational development and planning, behavioural change and safety, and, more specifically, leadership development and cultural change.

### OUR METHODOLOGY

We assist your company to achieve real and sustainable change using tailored solutions and methodology by developing leadership and competence in structured workplace activities.

We tailor our design, delivery and measurement to your company's unique challenges and needs, and this combination of tailored solutions within a long-term partnership ensures you achieve your strategic and business goals.

Our clients directly link our interventions to marked improvements in performance and significant and measurable gains in productivity.

### ABOUT COMPETENCY BASED SOLUTIONS

Competency Based Solutions is an Australian owned international consulting group of advisors working in partnership with organisations undertaking operations and projects across Australia, Asia, Africa, the Middle East, Europe and North America.

Our extensive experience working with organisations in industrial settings such as oil and gas, mining, marine and construction, have seen us address the challenges of achieving sustainable change in the key areas of safety, while at the same time maintaining and improving performance.

Our unique approach includes:

- \* Broad cultural change that integrates safety systems with all other business systems to achieve safe and productive workplaces.
- \* The delivery of operational change through integrating competence development with structured workplace activities, ensuring that learning is applied to address real operational and business challenges.

Our consultants work in major hazard industries, and deliver our tailored solutions in industrial settings that are often harsh, hazardous, and culturally diverse. We have a sound knowledge of the safety issues facing major hazardous industries, and we successfully engage your employees from CEOs down to frontline operators.



Tailored Design, Delivery &  
Measurement of Business Solutions

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