

LEADING AND DEVELOPING HIGH PERFORMANCE WORK TEAMS

“Incident-free operations require collaboration within the organisation and across contracting groups. We support your people to develop the relationships that create a team approach aimed at the constant improvement of HSE and scheduling/production.”



The last decade has seen companies explore and identify resource bodies in the most remote locations across the world. The viability of these massive projects and operations often require the design, development, mobilisation and implementation of the most technologically advanced resource recovery equipment. No single project manager can appreciate all of the capabilities of this high-tech equipment, as well as manage the numerous interfaces and the limitations of existing equipment, which has led to an increase in the number of highly proficient technical specialists assigned to project teams.

Over time we have seen a significant transition from a hierarchal model of management, where the boss makes all the decisions, to a team-orientated approach, where good teamwork can achieve far more than a group of talented individuals working alone. Paradoxically, teams still need to be led. An individual (project manager), needs to be responsible for an array of project-focussed tasks, as well as motivating the team, and resolving operational conflicts between team-members and other functional teams.

At CBS we work in a personalised manner to enable our clients to create a vision and culture conducive to developing high-quality work teams. We assist to maximise the skills and potential of existing team-leaders, demonstrating how to transform groups into teams, therefore building high performing teams fast. Our work creates a sense of mission, leadership and mentorship, improving interpersonal skills, effective decision-making, management and communication styles, at the same time motivating team members, as well as learning to celebrate victory, and recognise contributions.

We work with teams to maximise the potential of existing members. We support them to identify and solve work-related problems, the importance of conflict resolution, worker cohesion, self-awareness, delegation, cooperation, and knowledge-sharing. As a result, performance turnaround is often spectacular, resulting in greater commitment from team members, more efficient use of skills, enhanced service and product quality, improved customer satisfaction, and increased productivity.

Other outcomes include:

- * Fostering trust and connectedness in teams that understandably may not be located in the same building, and are often situated all over the world (i.e. virtual workplaces).
- * Supporting teams of individuals who may have never worked together, or belong to several operator or contracting companies with their own philosophies and systems, to develop agreed ground rules and guiding principles.
- * Assisting a well-led team to develop definitive and achievable project key result areas, underpinned by clearly identified project-focused tasks, and tools that become integral aides in the continuous improvement in operations and productivity.
- * Supporting a company to develop strategies to ensure project interfaces (i.e. personnel, equipment, design standards and processes) appropriately match project requirements.

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.

