PETROCHEMICAL **CASE STUDY**

Industry: Petrochemical
Client: Industrial Chemicals

PROGRAM

The creation of a bespoke program based on the principles of values based leadership to assist the Maintenance Team on a very large chemical site to deliver a safe and reliable performance

DIAGNOSE

Culture of Care Diagnostic™

DEKRA Organisational Reliability carried out a diagnostic based on the principles of audit, observation and perception. The outcomes of the diagnostic shaped the intervention.

EDUCATE

DEKRA Organisational Reliability delivered a 4 day leadership training course (Leading Safety™). This Institute of Leadership and Management recognised training provides managers and supervisors with the skills to be safety leaders.

MOTIVATE

Working with the principle that leaders lead and shape cultures and managers work within them, DEKRA Organisational Reliability facilitated a Vision and Values session with the onsite leaders the output of which was a Charter that stated the Maintenance Team's Purpose and the leadership behaviours that would be demonstrated to create a safe and reliable performance.

DEKRA Organisational Reliability facilitated a series of HSE Days attended by the entire workforce. The agenda for these days included feedback to the workforce of the results of the diagnostic and the introduction of High Reliability Organisation principles.

DEKRA Organisational Reliability delivered a one day motivational workshop (SafeMindSafeBody© for the workforce. This workshop addresses the psychology of risk perception, hazard awareness, decision making, communication and intervention

SUPPORT

DEKRA Organisational Reliability is providing part time coaching to roll out the Charter so that the Charter becomes a "way of working" that is socialised into the workplace. The Charter is permission for the workforce and leadership to hold each other accountable for their behaviours. They will also coach the leadership so that the behaviours learned on Leading Safety Performance™ are embedded.

RESULT

This program is current