

DEKRA Organisational Reliability

CASE STUDY



FABRICATION YARD CASE STUDY

Industry: Fabrication

Client: European Rig Fabrication company

PROGRAM

The creation of a bespoke program based on the principles of values based leadership to assist a fabrication yard provide assurance to its customer that it would perform safely and reliably during an 18 month project to fabricate an offshore topside and supporting jacket

DIAGNOSE

Culture of Care Diagnostic™

DEKRA Organisational Reliability carried out a perception survey diagnostic. The outcomes of the diagnostic shaped the intervention.

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 yard's Purpose and the leadership behaviours that would be demonstrated to create a safe and reliable performance.

EDUCATE

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

SUPPORT

DEKRA Organisational Reliability provided full time coaching to roll out the Charter so that the Charter became a "way of working" that was socialised into the workplace. The Charter is permission for the workforce and leadership to hold each other accountable for their behaviours. They are also coaching the leadership so that the behaviours learned on Leading Safety™ are embedded. To transfer skills and capabilities into the organisation a cross section of the workforce were selected to undertake the DEKRA Organisational Reliability Foundations in Coaching for Safety™ training. This Institute of Leadership and Management recognised course provides members of the leadership team, safety professionals, supervisors and the workforce with the foundation techniques to adopt a more coaching approach.

RESULT

The Culture of Care Diagnostic™ was repeated after an 18 month intervention. This second diagnostic was carried out based on the principles of audit, observation and perception.

The outcomes of the diagnostic showed the fabrication yard to move up one full step on the Culture of Care Maturity Ladder™. The yard is now working to maintain this level and aspires to a further step while it adds significant numbers to its workforce.

