

CASE STUDY

CONTRACTOR MANAGEMENT

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CURRENT SITUATION

Serious Injuries & Fatalities
Conforming Based Culture
Losing International Clients

KEY FINDINGS

- Fatalities Occurring Yearly
- TRIFR above 15
- Safety Function Owning and Driving Safety
- Five Major Contracts Lost due to Safety Performance

ORGANISATION STATS



- Shipping
- 20,000 Contractors
- 3 Major Locations

THE BARCLAYSS® PROCESS



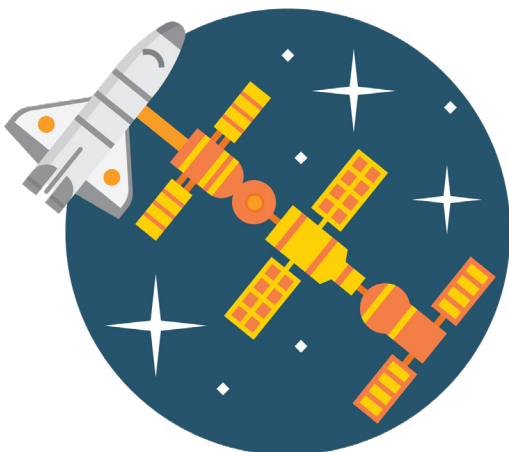
DISCOVERY

- Assessing contactor Capability and Relationships
- Defining Critical Exposures to Impact Serious Incidents
- Defining Exposure Program Based on Contactor Relationships



TRANSFORM

- Leadership Development Program for Contract Owners
- Three in a Row Field Leadership Coaching for Client & Contactor
- Coach Development for Client Contract Owners



TRANSFER

- Safety Team Coach the Coach Skills
- Design Performance Dashboard

OUTCOMES

- Two Years Fatality Free-Ongoing
- 80% Reduction in TRIFR YR 1
- 68% Reduction in TRIFR YR 2
- No Lost Contracts in YR 2
- Client / Contractor Relationship Now Trust Based



ANALYSIS & INSIGHTS



- 150 Client Leaders Coached
- 1500 Contractors Leaders Coached
- 150 Exposure Workshops Conducted
- 150 Leaders Assessments Conducted
- 25 HSE Team Coach the Coach
- 8500+ Hours Field Coaching



Apr 2019 - Field Coach the Coach

Feb 2019 - Field Coach the Coach

Jan 2019 - Internal Coaches Development

Oct 2018 - In Field Coaching Round 3

Jul 2018 - In Field Coaching Round 2

Apr 2018 - In Field Coaching Round 1

Feb 2018 - Exposure Reduction Workshops

Jan 2018 - Project Kick Off

