

CASE STUDY

EXPOSURE REDUCTION

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CURRENT SITUATION:

Reoccurring Incidents
Reacting Based Culture
High Insurance Costs

ORGANISATION STATS:

Construction Industry
4500 Employees
45 Major Locations



KEY FINDINGS

28%

- Leaders Spent Time in the Field Monitoring Exposure

12.6

- TRIFR Above 12.6

73%

- Individuals Believed Leaders Didn't Care About their People

52%

- Turn Over

88%

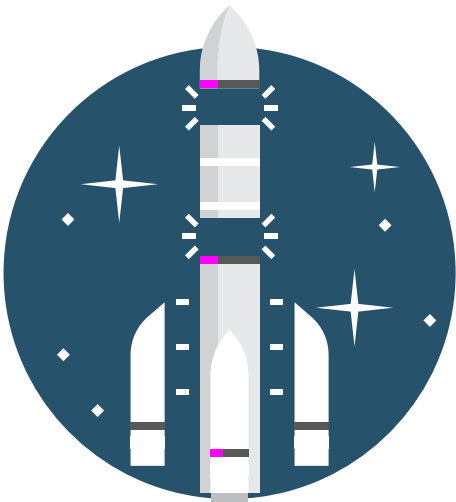
- Individuals Avoided Interactions with their Leaders

THE BARCLAYSS® PROCESS



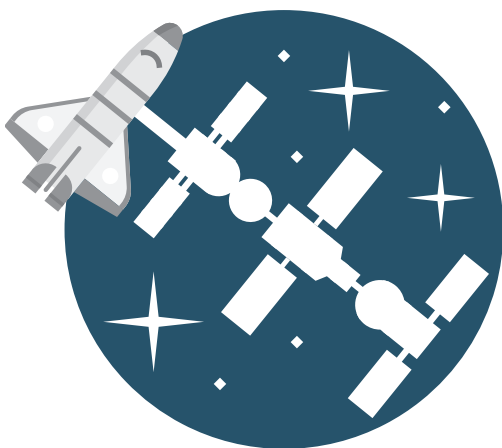
DISCOVERY

- Defining Critical Exposures
- Defining Exposure Program



TRANSFORM

- Leadership Development
- Field Leadership Coaching
- Coach Development



TRANSFER

- System Integration
- Coach the Coach



OUTCOMES

78% REDUCTION TRIFR

62% REDUCTION TURN OVER

82% LEADERS SPENDING TIME IN THE FIELD

71% INDIVIDUALS BELIEVE LEADERS CARE ABOUT THEIR PEOPLE

6% INDIVIDUALS AVOIDED INTERACTIONS WITH THEIR LEADERS

ANALYSIS & INSIGHTS

150 CLIENT LEADERS COACHED

1500 CONTRACTORS LEADERS COACHED

150 EXPOSURE WORKSHOPS CONDUCTED

150 LEADERS ASSESSMENTS CONDUCTED

25 HSE TEAM COACH THE COACH

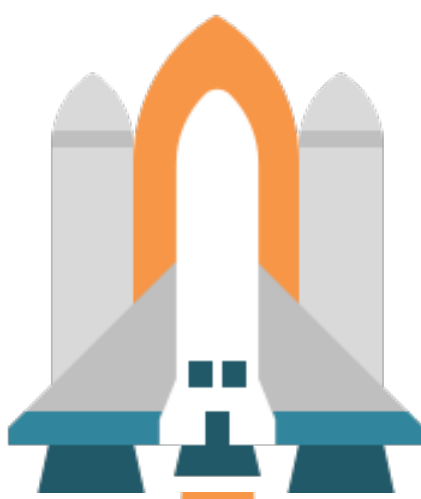
8500+ HOURS FIELD COACHING

12500+ COACHED OBSERVATIONS





BARCLAYSS®



- 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**

