



CASE STUDY

ORGANISATIONAL CHANGE

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CURRENT SITUATION:

- Stagnant Safety Performance
- Conforming Based Culture
- Misaligned Leadership Teams

ORGANISATION STATS:

- Mining Industry
- 8000 Employees
- 5 Major Locations



KEY FINDINGS:

32% TEAMS REACTING CULTURE

58% TEAMS CONFORMING CULTURE

10% TEAMS ACHIEVING CULTURE

42% TURN OVER

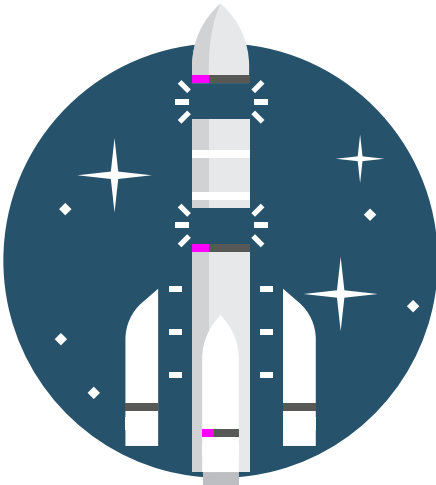
4.6 TRIFR ABOVE 4.6

THE BARCLAYSS® PROCESS



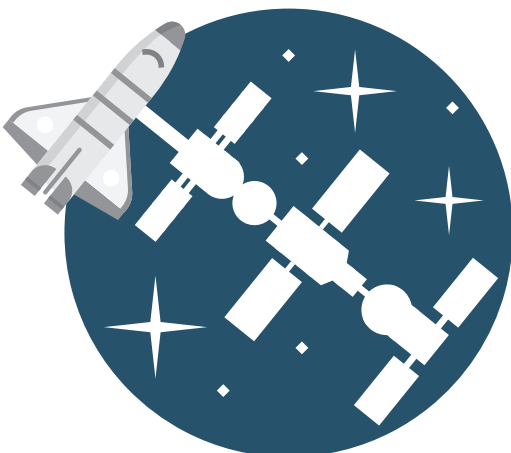
DISCOVERY

- Culture Diagnostics
- Focus Groups
- Interviews
- Workplace Observations



TRANSFORM

- Leadership Development
- Field Leadership Coaching
- CARE Methodology
- Development Workshops
- One on One Coaching
- Field Coaching
- Coach the Coach
- CARE model and Exposure Quadrant Use



TRANSFER

- System Integration
- Safety Function Upskilling
- System Integration (JHA - Take 5 - Incident Investigation)
- Safety Function Development into Coaching Roles
- Establishing 3 in a row coaching for Line



Outcomes

- 68% Reduction TRIFR
- 50% Reduction Turn Over
- 18% Teams Reacting
- 36% Teams Conforming
- 43% Teams Achieving
- 3% Teams Integral

Analysis & Insights

- 1500 Front Line Leaders Coached
- 155 Superintendents Coached
- 52 Managers Coached
- 185 Workshops
- 2900+ Hours Field Coaching
- 1200+ Coached Observations





- Feb 2020 - 3 in a row coaching for line leaders**
- Jan 2020 - Safety Function Coach the Coach**
- Nov 2019 - Safety Function Development Workshops**
- Aug 2019 - Systems Integration and Communication**
- May 2019 - In Field Coaching Round 3**
- Feb 2019 - In Field Coaching Round 2**
- Nov 2018 - In Field Coaching Round 1**
- Sep 2018 - Development Workshops**
- Jun 2018 - Discovery Stage - Diagnostic**

