



CASE STUDY

Organisational Change

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ORGANISATION STATS

- Mining Industry
- 8000 Employees
- 5 Major Locations

CLIENT SITUATION

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

KEY FINDINGS

- 32% of Teams had a Reacting Culture
- 58% of Teams had a Conforming Culture
- 10% of Teams had a Achieving Culture
- 42% Turn Over
- TRIFR above 4.6

THE BARCLAYSS® PROCESS

There are three stages in the Barclayss® process, discovery, transform and transfer. The duration of this project was from June 2018 to February 2020.

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

ANALYSIS & INSIGHTS

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



OUTCOMES

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

Project Timeline and Phases

