



Conducting Effective Safety Conversations

Talking Safety

The world's largest renewable mining, oil and gas operators are among a growing list of industries that are choosing Actualise to build a culture of work safety where people actively care for one and applying safety conversations and interventions daily with their work team members.

Actualise has highly skilled consultants who use proven systems that inspire workers to adopt a safety mindset. As a result of our efforts, engagement and safety leadership is being taken to a new level.

The Cost of Silence

Workmates are usually the first to observe at-risk behaviour and unsafe working conditions involving their colleagues. But do they intervene? Unless there is an effective safety culture in place – one that accepts intervention between workers – the answer is usually no.

There is clear evidence that effective safety culture relies on people observing their colleagues and intervening when they witness less safe behaviour or see working conditions that are unsafe. Though this seems like a simple concept and should be part of a normal working environment, organisations struggle to motivate team cultures to accept "safety conversations".

The main reason for the lack of safety conversations is the fact workmates are afraid that such intervention will lead to conflict.

Actualise has a proven track record in helping organisations reverse this mindset.

Developing Worker Dialogue

Experience suggests that where worker dialogue and intervention are not part of the work culture, and organisations safety performance will plateau and then decline as a result of incidents.

The development program designed by Actualise helps organisations overcome traditional barriers and pursue new ways of making their workplace safer and as a result often smarter and more efficient and sustainable. A sense of worker ownership is embedded in an organisation so that observation, intervention and action on health and safety issues are not only accepted but also become commonplace.

Development Program Objectives

The Safety Conversation Development program developed by Actualise is specifically aimed at members of work teams to:

- Become aware of the value of safety conversations for themselves and the organisation
- Introduce a process that engages and shapes the employees mindset with the organisations vision and value set and aligns with organisational safety management systems and behaviour expectations.
- Develop skills to observe and recognise unsafe behaviours and hazards for themselves and others.
- Gain effective engagement with employees through communication and conflict management skills so they can engage in the safety conversation process with confidence.
- Develop performance indicators so participants and the organisation can evaluate the process and validate the benefits.
- After initial developmental workshops, introduce the safety conversation to work teams. Actualise consultants are available to provide coaching and mentoring of participants in the workplace helping finetune and implement the new processes. Additional development and support are designed to consolidate learning and ensure that the learnings and skills are translated back to the workplace and builds momentum and sustainability.

Welcome to Actualise.



Delivering Value from Vision

About Us

At Actualise, we are a group of multi-disciplinary professional consultants currently undertaking projects for organisations globally, with a proven track record working with leaders and managers, helping them implement sustainable work-change strategies that drive performance, giving them the competitive edge.

Our team of consultants work anywhere in the world, though our physical offices are located in Perth, Australia; and Aberdeen, Scotland.

We travel to you to provide tailored solutions and establish long-term partnerships that help you achieve your strategic and business goals.

Our Approach

Our trusted methodology develops an organisation's discipline, innovation and flexibility. Our expertise in this area, and our tailored approach, create the highest value for your business by actualising your vision.

An organisation's vision is often buried within a project plan - We help surface it and assist the organisation to deliver optimum value. It starts with strong engagement with operational personnel in order to better understand the challenges that they face everyday.

At Actualise, we develop tailored strategies and work with key leadership members and influencers within the working environment. Our methodology does not include doing the work for them, but rather elevating their skills and giving them the tools, knowledge, practise and feedback so that they are highly proficient at leading a high-performance team.

We're not just shaping skills and application. We're shifting mindsets that enable complex systems and operations to function at a high performance level with teams who develop leadership and fortitude, to a very high standard.

Everything we do is validated, measured and reported on so that the value that is implemented can be captured and cascaded through the organisation.

Sustainable solutions are also created so that opportunities are managed successfully with efficiency and confidence, supporting ongoing performance, communication and growth.

Our many case studies demonstrate the significant measured value and positive impact we deliver to organisations looking to be the best at what they do. Please contact us to find out more.



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