



HSE Leadership Development Program

“Our work creates a sense of mission, leadership and mentorship. We aim to improve interpersonal skills, decision-making, management and communication styles, as well as motivating team members to celebrate victory and recognise contributions.”

Perhaps the most difficult challenge facing any organisation within the resource industry is the cultivation and maintenance of a health and safety environment (HSE).

Without the right culture, companies cannot meet their moral and legal obligation to provide a safe workplace for their employees, it compromises the integrity and value of their business, and leads to failure to meet shareholders' expectations.

At Actualise we recognise that an organisation's most influential resources are the managers and supervisors who develop and maintain a healthy and safe environment.

We understand that ineffective leadership at the senior management level inevitably leads to a lack of vision and strategy; at the middle management level a lack of skills needed to create and nurture a work safe culture, and at the frontline (supervisory level), a lack of success in the actual implementation and delivery of these safety systems.

Simply put, mis-aligned management at any level is the greatest impediment to developing a workable and sustainable health and safety environment.

Our Approach

We specialise in development and coaching at all levels of management to create sustainable solutions for workplace HSE. Part of how we implement these solutions includes assisting senior management to develop an effective and tangible HSE vision which is translated into tangible and distinct actions for workers to deliver.

Project Objectives

Our HSE Leadership Development program:

- Supports leaders in creating an environment conducive to behavioural and cultural change. Our solutions ensure the cascade of work safe culture so that supervisors can implement changes at the coalface, translating safety goals into achievable daily tasks.
- Assists middle management in achieving a sustainable health and safety vision and develop individual interventions tailored to create leaders who have the ability to effectively manage change in a dynamic operating environment.
- Motivates your employees to engage in meaningful conversations to plan, review and execute work tasks to promote efficiency and best practice.
- Engages work crews, clarify the HSE standards, coach others to achieve these standards, and help foster an environment where it's okay for employees to ask questions about what to do next, or what's about to happen.

At Actualise, we're not afraid to assist your people to develop a constructive approach to hard conversations which can inevitably lead to the elimination of injury and incidents. This not only maintains and enhances your safety culture but also drives your organisation's efficiency and integrity, supporting you to achieve your operational and business goals.

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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