



Leading and Developing High Performance Work Teams

“Incident-free operations require collaboration within the organisation and across contracting groups. We support your people to develop the relationships that create a team approach aimed at the constant improvement of HSE and scheduling/production.

The last decade has seen companies explore and identify resource bodies in the most remote locations across the world. The viability of these massive projects and operations often requires the design, development, mobilisation, and implementation of the most technologically advanced resource recovery equipment.

No single project manager can appreciate all the capabilities of this high-tech equipment, as well as manage the numerous interfaces and the limitations of existing equipment. This has led to an increase in the number of highly proficient technical specialists assigned to project teams.

We have seen a significant transition from a hierarchical model of management to a team-oriented approach. Good teamwork can achieve far more than a group of talented individuals working alone.

Paradoxically, teams still need to be led. An individual project manager needs to be responsible for an array of project-focused tasks, as well as motivating the team, and resolving operational conflicts between team members and other functional teams.

Our Approach

At Actualise we enable our clients to create a vision and culture conducive to developing high-quality work teams.

We assist client's to maximise the skills and potential of existing team leaders, demonstrating how to transform groups into teams - Therefore, building high performing teams fast.

Our work creates a sense of mission, leadership, and mentorship by improving interpersonal skills, effective decision-making, management and communication styles, all while motivating the team members, learning to celebrate victory and recognise contributions.

Project Objectives

Our Leading and Developing High-Performance Work Teams development program aims to:

- Maximise the potential of existing members
- Support members to identify and solve work-related problems, the importance of conflict resolution, worker cohesion, self-awareness, delegation, cooperation, and knowledge-sharing.
- Increase engagement and commitment from team members, enhance service and product quality, improve customer satisfaction, and increase productivity.

Other outcomes include:

- Fostering trust and connectedness in teams that may not be located in the same building, and are often situated all over the world (ie. Virtual workplaces).
- Supporting teams of individuals who may have never worked together or belong to several operators or contracting companies with their own philosophies and systems, to develop agreed ground rules and guiding principles.
- Assisting a well-led team to develop key result areas definitive and achievable project key areas underpinned by clearly identified project- focused tasks using tools that become integral aids in the continuous improvement in operations and productivity.
- Supporting a company to develop strategies that ensure project interfaces (ie. Personnel, equipment, design standards and process) appropriately match project requirements.

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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