



Rio Tinto Safety Leadership Development Program

Our vision is clear on safety – All strategies developed by our team at Actualise share a common goal to send everyone on your team home healthy and safe every day.

This vision extends past your obligations to add every appropriate safety measure possible to create the safest environment for your team, but in turn, adds great value to your productivity, schedule, reliability, reduced cost as a business.

Safety is not about numbers, it's about people. In the past, the business has implemented systems and set targets, but these alone are not enough to make us injury-free. By simply doing more of the same we will not achieve our goal. To achieve our vision we need an integrated approach where behaviours are at the centre of everything we do.

Our main challenges are:

- The rate of business expansion
- Entry into new countries
- The ever-changing face of our workforce
- The significant use of contractors
- Continuously introducing new employees and contractors to our standards and expectations, which places additional pressure on line management
- Superintendent and supervisor challenged to as to how to effectively influence of meaningfully transfer their safety knowledge and skills into everyday productivity improvements.

The aim of the Rio Tinto Safety Leadership Development Program is to develop leadership skills at every level of the organisation, with a particular focus on safety and key safety systems through a process namely Leadership In the Field. This includes quality safety interactions (QSI's) and feedback, pre-task hazard assessments (PTHA's) and Critical Control Checklist and Cascade Coaching.

The Rio Tinto Safety Leadership Development Program (SLDP):

- Provides organisations with tools to improve health, safety, and environment (HSE) leadership skills across the business.
- Assists leaders to develop high-level leadership skills which contribute to elevated and sustainable HSE performance
- Helps deliver our HSE goal of an injury, illness, and incident-free workforce
- Contributes to a step-change in HSE performance
- Enables a shift towards an interdependent culture
- Ensures leaders are accountable for their own development and for participating in the development of their team

As a direct result of not engaging in Safety Leadership Development Program:

- An understanding of HSE accountabilities and expectations as safety leaders.
- An understanding of their own HSE skill gaps and those of the leaders in their team.
- A clear set of objectives for development that conveys what is valued in HSE leaders across the business
- Tools to construct a focused HSE development plan and to address skills gaps
- Opportunities to pursue career advancement by achieving higher than required levels of proficiency
- Support in developing the HSE leadership skills of leaders who report them, and the support of their manager to improve their own skills on an ongoing basis

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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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