



Improving business performance through safety

LJM helps to integrate safety into all aspects of business processes, using it as a change driver to build robust systems and cultures. The impacts extend well beyond safety, improving productivity, engagement, efficiency and effectiveness.

Since its formation in 1998, LJM has supported leading global and Australian organisations across a broad range of industries, including mining, construction, energy, manufacturing, transport, telecommunications and the public sector. LJM has built a strong reputation for working in partnership with its clients to design and implement programs that build on existing systems and achieve sustainable results.

LJM takes a strategic, risk based approach to safety, viewing it not as an operational cost but as an opportunity to achieve superior business performance and competitiveness. Working with leadership, LJM helps to identify the key initiatives that will drive a significant impact on people and performance.

What we do LJM offers both structured products and customised solutions. No two organisations are the same, so any change program is tailored to take into account corporate strategies, systems, industry conditions, culture and current initiatives. LJM can support a broad scope of client needs, from targeted change initiatives to organisation-wide culture change projects spanning several years.

OUR
OFFERING

SUPPORTING
LEADERSHIP

ENGAGING
PEOPLE

IMPROVING
SYSTEMS

IMPROVING SYSTEMS The best Safety Management Systems are only as effective as the people who use them. LJM works with organisations to develop robust systems and processes that underpin overall safety improvement by incorporating a focus on people in all elements.

- ▶ Risk Management
- ▶ Developing 'rules to live by' for critical risks
- ▶ Developing, renewing and implementing, standards, systems and procedures
- ▶ Investigating and learning from incidents

SUPPORTING LEADERSHIP In successful organisations, operational managers at all levels take a central role in driving safety improvement. Effective safety leaders connect with and involve their people, demonstrating genuine care and passion for safety. LJM helps managers to integrate safety into how work is planned, resourced and performed, effectively managing risks and resulting in better outcomes.

- ▶ **Developing vision, strategy and plans**
- ▶ **Safety leadership training, development, coaching and mentoring**
- ▶ **Safety interactions design, training and support**
- ▶ **Facilitating safety leadership teams and developing safety structure, reporting and review**

ENGAGING PEOPLE A people-focused approach to safety management, beyond compliance with rules and regulations, focuses on controlling risks by understanding and influencing people and their behaviour. LJM supports organisations to build an interdependent, team-based culture where everyone is involved in improving safety.

- ▶ **Risk Awareness, Perceptions and Decision making (RAPD) program for real time risk management**
- ▶ **Facilitating commitment workshops**
- ▶ **Improving communication skills and processes, including facilitating effective safety meetings**
- ▶ **'Peer to peer' safety interactions and task observations**

ASSESSING IMPACTS

ASSESSING IMPACTS Whether starting a journey, or well progressed in improving safety, LJM helps organisations analyse and assess their strengths and challenges in systems, structure and culture. LJM's analysis establishes a clear picture of the current state, provides the basis for planning and provides a benchmark for measuring success.

- ▶ **Current State Analysis strategic assessments**
- ▶ **Focused reviews on specific areas, projects or sites**
- ▶ **Designing scoreboards and indicators**
- ▶ **Audits and assessments against standards and best practice**

Our team The LJM team combines strong experience in operational leadership with a thorough knowledge of cutting-edge safety theory and practice. The backgrounds of LJM's people are diverse and include managing global businesses, OHS practice, law, psychology, communication and academia. The combined experience equips LJM to develop creative and innovative approaches to change while being grounded in practical application.

Because of the LJM team's diversity, LJM is able to provide support in areas related to safety and beyond, including business strategy, organisational effectiveness and sustainability.

LJM has built partnerships with thought-leaders in academia and research across business strategy, change, psychology, safety and sustainability.

- ▶ **E. Scott Geller**, Ph.D., a pioneer in safety research and practice who, with his colleagues at Safety Performance Solutions has shaped people-focused safety for many global organisations.
- ▶ **Bob Veazie**, a leader in direct application of industrial psychology, safety, quality systems and organisational development for achieving business results.
- ▶ **Dr. Ian MacDonald**, who works with leaders of large corporations, contributing to major change and new ways of understanding and managing relationships in the workplace.

Our experience LJM has helped organisations at any stage of their safety journey, from introducing basic systems to improving culture through people-focused initiatives. LJM's clients past and present include:

- Ausgrid
- Downer EDI
- Rio Tinto
- BHP
- NBN Co
- Boral
- Horizon Power
- TransGrid
- DeBeers
- McConnell Dowell
- Chevron
- Jan De Nul
- Visy
- Technip
- Dampier Port Authority
- Crane Group
- Kimberly-Clark
- Xstrata
- Straits
- Panoramic Resources

The outcomes LJM has a proven record of assisting companies to evolve into safer, more productive and competitive organisations. Safety becomes a core value, integrated into how work is done at all levels and in all functions and simply 'the way we do things around here.' If work is planned, managed and delivered effectively, safety and efficiency is an outcome and people will do their jobs on time, in budget, with good quality and with no harm.

Leaders in integrating safety



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