



DARREN BROADHEAD CONSULTING LTD  
ENABLING EXCELLENCE IN HEALTH & SAFETY

## Case Study

### Darren Broadhead Consulting Ltd



**Client:** A National Cement Manufacturer

**Initial Requirements:**

- High-level review of the Leadership and Management practices currently used to address Health & Safety performance.
- Evaluate the approach adopted by the Health & Safety team to support the line management structure to be highly effective.
- Create a Road Map to direct the future success of the organisation's Health & Safety performance.

**Actions for Success:**

- Desktop review of existing management practices, structures, roles & responsibilities and management systems conducted remotely to gain insight into the current approach of the business to Health & Safety. Supplied information was evaluated and key findings consolidated into an initial report.
- A three day site visit was then conducted to evaluate the real "as is" situation at the operational sites. Implementation of the leadership expectations was assessed by observing conditions in the workplace and the behaviours of employees and contractors.
- The summary presented as a feedback session to the senior management team. The review was structured around a Plan-Do-Check-Act cycle and incorporated organisational, task and people factors.

**Impactful Output:**

- Five year Health & Safety Road Map based upon the business review findings. This gave the Senior Management team a clear picture about their current situation and key leadership and management challenges that must be addressed to generate high levels of Health & Safety performance.
- The review formed the start of a change to the organisational culture. Accountable leadership, responsible line management, engaged employees and a Health & Safety team viewed as genuine business partners is the new path that the organisation has embarked upon.

**Additional Services Provided:** Following the success of the high level H&S review, the following activities were undertaken:

- Leadership Workshop developing Health & Safety content of company values, vision and strategy.
- Leading for Health & Safety Workshop developing the skills of all the senior and middle management team.
- Facilitation of Senior Management and Departmental H&S Meetings.
- Launch of key programmes including Incident Investigation, H&S Tours and Risk Assessment
- Recruitment of a new Head of Health & Safety and supporting the professional development of the Health & Safety team.

**Client Feedback:** *"We were impressed by Darren Broadhead's conscientious preparation of the Leading for Health & Safety seminar, dedicated approach to deliver the content and availability for questions, comments and explanations. We will continue our training process with Darren and recommend his methods and programs." P.D. - CEO*