

## Explosives and Chemicals

A world-leading manufacturer and marketer of a range of products including paint, industrial coatings, fertilisers, construction chemicals, and household components for cabinets and furniture.

- Approximately 3,000 employees in Australia, New Zealand, and Asia Region
- 40+ Production Sites, Distribution Centres, R&D Facilities, and Trade Centres
- Recognised and trusted brands for household and businesses

### From the client

*"I loved that the program challenged me and my beliefs, gave me insights into my safety leadership, and provided me with practical tools to make a real difference."*

### Drivers for Change

- Safety performance had plateaued.
- Restructure was opportunity to re-shape culture. Safety used as a catalyst for wider organisational change.
- Company invested in systems, but still having incidents.
- Commitment to embed care and accountability in safety.

### Solution

#### A Strategic Planning



Partnered in developing an innovative, ground-breaking safety leadership program to disrupt the safety culture, through the birth of our 2° Shift methodology, and stimulate safety leadership performance.

#### Safety Leadership 1 Program



Over 150 leaders have participated in our extensive Safety Leadership Development Program with a focus on developing their skillset, challenging their mindset and providing a toolset. Leaders were assessed prior to and after implementation of the intervention strategy through our Safety Leadership Scorecard™ process.

#### Workforce Program



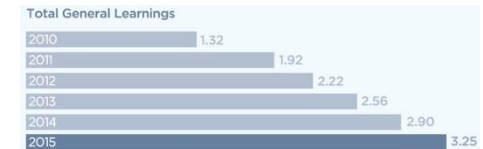
At their biggest production facility, all employees participated in our module based development process to improve risk awareness, increase the quality and quantity of safety conversations and improve incident reporting and investigations.

#### Safety Leadership 2 Program



Based on the success of the first SL Program and the ongoing willingness to challenge themselves, Jonah Group is now engaged to develop a Safety Leadership 2 Program which will include topics like mindfulness and resilience.

### Impact



146%

Focus on reporting of hazards & near misses (General Learnings) in the last 5 years

50%

Reduction in serious near misses since 2010

150

Senior Leaders have now completed the Safety Leadership Development Program

99%

Participants in 2016 program would recommend it to others and will apply what they learned to their day to day job

91%

Leaders scored improvements in Safety Leadership Performance in all four defined competencies

98%

Safety Leadership Scorecard behaviours improved after completion of the program

Contact us on: 1300 347938