

Health & Safety Leadership Team

Management of Change - Multinational Oil Company

The Challenge

Our client's main UK site is a campus of around 5,000 people. Health and Safety is of vital importance and the client wanted to improve its HSE performance on this site by establishing a new HSE Leadership Team to facilitate changes across the site.

Outcome

The transition was completed successfully and on time achieving a smooth transition and facilitating a highly motivated team to take the HSE agenda forward.

Management of Change for Health & Safety

Where health & safety issues are at stake it is vitally important to manage change effectively. Failure to manage change effectively is likely to risk the well-being of employees and others but could also be very expensive for the company and its directors.

SkillSet Approach

SkillSet was engaged to develop a management of change plan and to manage the change to the new organisation.

We held discussions with various stakeholders undertook a stakeholder analysis and reviewed documentation. In the first five days we produced a plan of all the activities needed based on discussions with key stakeholders and a review of the documentation.

We then managed the transition undertaking the following activities:

- **Project management - preparation of work breakdown structure and schedule and management and tracking of all activities**
- **Decommissioning of the previous site safety committee - interviewing all members to ensure ongoing engagement and to capture valuable experience to pass onto the new team**
- **Planning and delivery of communications to inform key stakeholders of the change**
- **Engagement of new leadership team - discussions with each member to gain commitment and resolve issues**
- **Undertaking impact assessment and updating documentation to reflect the changes**
- **Facilitation of inaugural Leadership Team meeting and workshop to define objectives, establish a team spirit, establish ways of working and define initial projects**