Case Study No. 3

Title:	Organisational Review
Client:	Confidential
Sector:	Energy
Duration:	12 months

CHALLENGES

The client hired us for a project in UAE to conduct a comprehensive business-wide review of Health, Safety, and Environment (HSE) practices, along with Business Continuity Management (BCM) to evaluate the effectiveness of existing systems and identify areas for improvement for nine (9) entities.

OUR SOLUTION

A thorough legal and compliance review was undertaken to ensure that the company's practices aligned with all relevant regulations and standards. In parallel, an operational review of the entity's activities was conducted to identify and assess potential business risks, allowing for a comprehensive understanding of vulnerabilities that could impact operations.

The historical HSE performance was also evaluated to determine trends, strengths, and areas requiring improvement. To gain deeper insight into the organisational culture, a survey was conducted to assess the level of engagement among employees and management regarding safety practices and company policies. We developed a tool that ensured consistent evaluation and comparison across all entities.

The Business Continuity Management (BCM) structure and processes were examined to ensure preparedness for unforeseen disruptions, with recommendations made for strengthening resilience.

Additionally, the scope for the digitalisation of HSE processes at both entity and corporate levels was explored, to leverage technology to enhance efficiency, monitoring, and reporting. This holistic approach provided a clear roadmap for improving legal compliance, operational effectiveness, safety performance, and long-term business continuity.

CONCLUSION

In conclusion, the comprehensive reviews and assessments conducted across legal compliance, operational activities, HSE performance, employee engagement, BCM structure, and digitalisation of processes have provided invaluable insights into the company's strengths and areas for improvement.

By addressing identified risks and enhancing current practices, the organisation can strengthen its operational resilience, ensure a safer working environment, and improve overall efficiency. The integration of advanced technologies for HSE processes and a renewed focus on business continuity will not only enhance regulatory compliance but also support sustainable growth. Moving forward, the commitment to continuous improvement, coupled with strong leadership and employee engagement, will be key to fostering a culture of safety and compliance.