



**MANAGEMENT  
CONSULTANCY**  
Also trading as LM Health and Safety

## Case Study No. 2

<b>Title:</b>	Transformation Program
<b>Client:</b>	Confidential
<b>Sector:</b>	Energy
<b>Duration:</b>	12 months

## CHALLENGES

Following a fatal accident, the client engaged an external consultant to support the company in implementing an organisational transformation program.

## OUR SOLUTION

The consultant reviewed processes, procedures and systems as well as designed and developed new systems and processes that were HSEQ-centric and business-wide.

This initiative began with an initial gap analysis to identify areas requiring improvement, followed by the development of a comprehensive transformation program. The implementation extended beyond health, safety, and environment (HSE) systems to include broader business management systems and processes. Key efforts involved training the operational team, recruiting in-company personnel to facilitate the transition to internal control, and ensuring ongoing monitoring of actions.

Additionally, guidance and support were provided to the HSE resource and operations team, along with consistent support for the leadership team, which included completing leadership visits to reinforce commitment and ensure alignment with organisational objectives.

## CONCLUSION

Over time, we observed significant improvements in the client's Health, Safety, and Environment (HSE) performance following the support that was provided. Through targeted interventions, such as addressing immediate safety concerns, implementing structured processes, and offering tailored training, the client began to strengthen their operational practices. With ongoing guidance and a strong commitment from management, these initial improvements evolved into a sustainable transformation.

The leadership played a pivotal role in setting the tone, driving accountability, and fostering a mindset where safety became a core organisational value rather than just a compliance requirement.

This dedication to continuous improvement and collaboration resulted in the gradual development of a robust safety culture. Employees at all levels embraced this shift,



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actively participating in safety programs, adhering to protocols, and proactively identifying and addressing potential hazards. Over time, this culture became deeply embedded across the organisation, leading to safer work environments, reduced incidents, and improved morale.

The client's journey highlights the importance of consistency, leadership involvement, and a shared commitment to safety as fundamental elements for long-term success in HSE performance.

