

# ProSafe 2012

Strengthening operational controls, cementing process safety thought-leadership and identifying high-risk areas to terminate possible causes of process hazards

Sofitel Brisbane, Australia

28th & 29th May 2012

## Your distinguished Chair:

**Rodney Rutledge** Senior Advisor – Process Safety & HES Risk  
**Caltex Australia Petroleum Pty. Ltd.**

## Presenting international workshop leader on:

### Implementing PSM in your plant and making it work

Your workshop leader:

**Justus Harding** Corporate HSSE Manager  
**Al Taher Group (Oman)**

*Justus has nearly 27 years' rich experience in a pioneering career involving Project HSE Management, HSE Operations, Environment Management, Safety & Compliance with known organisations. His wealth of expertise comes from working across Oil & Gas industries on the Pearl GTL (Gas to Liquid) Project (SHELL), Aramco (Saudi Arabia) and Sasol (South Africa).*

*He has expertise in carrying out incident investigations and executing HSE management systems and training related procedures for line management and preparing safety statistics.*

*He has also successfully implemented HSE Management Systems both within the organisation and at contract sites; seizing control of and resolving critical problem areas.*

## Attend this premier conference and gain insights into:

- **Linking** performance standards to company processes and systems to achieve operational excellence
- **Improving** the process safety culture and management system frameworks
- **Incorporating** human factors in design to reduce the probability of failures
- **Aligning** risk assessment tools and standards to optimum safety levels required by the stakeholders
- **Benchmarking** against industry best practices and latest disaster prevention techniques practiced around the world

## Testimonials from marcus evans past ProSafe events:

*"marcus evans has facilitated bringing together many of the knowledgeable process safety practitioners in the region, including a premier international keynote speaker. This is a wonderful networking opportunity and I hope it will continue to mature in the future"*

Team Leader Plant Integrity & PSM  
**Santos**

*"A good selection of speakers with an excellent knowledge in their specific field"*  
Safety Advisor

**Apache Energy**

*"The experience level was fantastic"*

Process Support Engineer  
**BP**

*"Several of the speakers had a high level of knowledge and expertise in this area which makes the event very informative"*

Global AN Manufacturing Risk Manager  
**Orica Mining Services**

*"Well organised and relevant content"*

HSE Governance Manager  
**Origin Energy**

"Concern for man himself and his safety must always form the chief interest of all technical endeavors. **Never forget this in the midst of your diagrams and equations"**

Albert Einstein

**Minimising** and **Preventing** deviations from the safe operating window of every process involves defining critical safety competencies for all levels of the organisation and converting them into performance standards.

  
marcusevans

## Featuring international keynote presentations by:

**Mark A. Griffon** Board Member  
**US Chemical Safety and Hazard Investigation Board**

*Mark was nominated by President Barack Obama to the U.S. Chemical Safety Investigation Board in March 2010 and confirmed by the Senate in June 2010. Prior to his appointment, Mark's career has included work in academia, the public sector, and the private sector focusing on issues involving, occupational safety and health management, exposure assessment, radiation safety, and toxics use reduction. Since his appointment as a Board Member some of the primary investigations which the CSB has undertaken include the Kleen Energy natural gas plant explosion, a facility in Tennessee involving combustible metal dust, three incidents at a DuPont facility in West Virginia; one involving a phosgene release, and the Deepwater Horizon oil rig incident in the Gulf of Mexico.*

**Nasir Alhabshi** Head – Process Safety Management  
**Petronas, Malaysia**

*Syed has been the Head of Process Safety for PETRONAS since September 2009. He oversees the implementation of Process Safety Management for PETRONAS Group of Companies in Malaysia and abroad (covering key business sectors namely upstream, downstream and gas). The key tasks involve technical governance and services such as Process Safety Audits, formal safety studies, specific risk assessment such as Qualitative and Quantitative Risk Assessment that apply during both project phase and existing facilities.*

## Featuring leading case studies and expert presentations by:

**Richard Pocock** Senior Integrity and Safety Risk Manager  
**Woodside Energy**

**Elias Diacolabrianos** Australia/Asia IS Process Risk Manager  
**Orica Mining Services**

**Rodney Rutledge** Senior Advisor – Process Safety & HES Risk  
**Caltex Australia Petroleum Pty. Ltd.**

**Daniel Quick** Health and Safety Team Lead – Risk Management and Safety  
**Zara Hart** Behavioural Psychologist  
**Chevron Australia**

**Kevin Gillies** Engineering Manager  
**Downer EDI**

**Sidney Dekker** Professor  
**Griffith University**

**Robin Wright** Safety, Security, Health and Environment Manager  
**PTTEP Australasia**

**Peter Wilkinson** Managing Director  
**Noetic Solutions**

**Albert Romano** Manager Business Performance - Chemicals  
**CSBP (Division of Wesfarmers Chemicals)**

**Hefin Griffiths** General Manager, Safety, Environmental and Radiological Assurance  
**ANSTO**

**Jennifer Buckley** Senior Team Lead  
**ISN Australia**

**Bronwyn Struthers** Organisational Development Specialist  
**ERGT Australia**

**Lyn Fernie** Business Manager - Consulting  
**HIMA Australia**

**Lachlan Dreher** Director  
**R4Risk**

**Chandra Clements** CEO  
**Sentis**

**\*Early Bird & Group Discounts**  
Ask about our savings

## Our business partners

### Associate Partners



SAFETY  
NONSTOP



### Solution Providing Partners



### Business Development Partner



### Endorser



### Media Partners



# Monday 28th May 2012

**0830 Registration & coffee**

**0845 Welcoming address from the Chair**

**Rodney Rutledge** Senior Advisor – Process Safety & HES Risk  
**Caltex Australia Petroleum Pty. Ltd.**

**0850 Meet and Greet**

In this session, delegates are encouraged to get to know their peers and exchange business cards

**0855 Session One – International Keynote Presentation  
Prevention of high consequence incidents – looking beyond the technical failures**

The recent process safety hazards and disasters around the world have made it imperative for industry to look more closely at their process safety management strategy. This presentation will give an overview of the investigative approach used by the US Chemical Safety Board (CSB) to identify root causes beyond the specific initiating event and the findings and lessons learned from past and current CSB investigations. It will highlight some important investigations that point out limitations of the current Process Safety Management regulations in the US. It will also focus on organisational root causes that have been identified in several investigations including the Deepwater Horizon incident.

**Mark A. Griffon** Board Member  
**US Chemical Safety and Hazard Investigation Board**

**1025 Session Two – Expert Insight**

**Contractor and supplier management: mitigating risk through better decision making**

- Gathering, reviewing and verifying contractor information as part of the due-diligence process
- Analysing leading and lagging performance indicators
- Driving safety through feedback, benchmarking performance and continual improvement

**Jennifer Buckley** Senior Team Lead  
**ISN Australia**

**1110 Morning refreshments & networking break**

**1130 Session Three – Case Study**

**Determining the health of systems supporting process safety**

Orica Mining Services Initiating Systems (IS) global business has developed an approach of incidents classification and analysis on a number of root cause categories as well as on the 'possible' consequences/risks. They also have created an IS Process Safety Systems Audit checklist.

The objective of the presentation is to show an interpretation/attempt to use precursors for understanding the 'safety health' of a plant and using the data to put emphasis and prioritise process improvement (capital allocation and projects, training, supervision / management emphasis).

- Definition and development of two basic tools needed for Process Safety Management System (PSMS) - a measuring and an audit tool
- Inputs, use, output examples and possible further development of both tools

**Elias Diacolabrianos** Australia/Asia IS Process Risk Manager  
**Orica Mining Services**

**1215 Session Four – Expert Insight**

**Safety and Production - mutually exclusive or interdependent?**

Safety is recognised by top performing companies as an investment not a cost, resulting in shareholder confidence, reduced insurance premiums and a motivated workforce. Adopting a good engineering standard is relatively straightforward for a new asset, however for older assets the costs associated with demonstrating that the site was designed, built and operated in accordance with good practice can be significant especially when a review indicates that equipment upgrades are required.

The question to be answered then is, are we embracing the latest standards and technologies to drive continuous improvements in process and technical safety or are we ruled by production targets alone?

**Lyn Fernie** Business Manager - Consulting  
**HIMA Australia**

**1300 Networking Luncheon**

**1400 Session Five – International Presenter on Mini-Workshop  
Implementing PSM in your plant and making it work**

**Module 1**

**Revisiting the basics to refine your PSM strategy**

- Determining the resources, technology, in-house and external expertise required for your plant
- Ensuring an adequate orientation of process safety information to all those involved
- Discussing the HAZOP's around procedures and action management
- Defining critical competencies in terms of people and assuring the management of their capabilities

**Module 2**

**Advanced operational control to build process safety**

- Key leading and lagging indicators – designing measures, the frequency of measures and summarising them into KPI's
- Instituting strong change management processes that ensure business continuity
- Installing advanced computer management systems that are capable of delivering a whole extra layer of rigour over sole maintenance
- Executing industry best practices to strengthen the PSM within the company

**Justus Harding** Corporate HSSE Manager  
**Al Taher Group (Oman)**

**1530 Afternoon refreshments & networking break**

**1600 Session Six – Case Study**

**Improving confidence in safety systems through Safety Integrity Level (SIL) ratings**

- Implementing economically beneficial SIL levels based on the results of the Process Hazard Analysis (PHA) study
- Defining reliable controls within SIL
- Determining the required SIL levels and validating the achieved SIL
- Setting up a systematic review of all instrumentation and control systems contributing to safety, environmental and asset damage

**Kevin Gillies** Engineering Manager  
**Downer EDI**

**1645 Session Seven - Case Study**

**Creating a sound process safety culture**

Process safety culture has been identified by the Center for Chemical Process Safety (CCPS) as a key element required for developing and maintaining robust process safety management in an organisation.

There has been considerable discussion around the subject of safety culture over many years. In 1972, the Roben Report to the UK parliament discussed the attitudes of workforce and management and concluded that apathy and indifference were the greatest obstacles to improving safety. In the 1988 Piper Alpha disaster inquiry, Lord Cullen was critical of the management's approach to process safety culture. The Baker report into the Texas City disaster also cited poor process safety culture as a key contributor to the events that took place in March 2005. In recent years, the blow out events of the Macondo and Montara drill rigs have also had problems with process safety culture noted.

This presentation outlines:

- The nature of process safety culture and its measurement
- Process safety reporting metrics required for regulatory compliance and additional metrics that may be of use in a goal setting environment
- A methodological approach to the development and validation of a process safety culture measurement toolkit

**Daniel Quick** Health and Safety Team Lead – Risk Management and Safety  
**Zara Hart** Behavioural Psychologist  
**Chevron Australia**

**1730 Session Eight - Expert Insight**

**Human Factors in Design - Reducing opportunity of failures**

- Tracking the important events and near misses that provide a window of opportunity for investigations
- Assigning responsibilities according to the role, relevance and experience of persons
- Finding a balance between organisational learning and accountability

**Sidney Dekker** Professor  
**Griffith University**

*Sidney is author of several best-selling books on system failure and human error. Recent ones include "Just Culture: Balancing Safety and Accountability" (2007), "Behind human error" (2010), "Drift into Failure: From hunting broken components to understanding complex systems" (2011) and "Patient Safety: A human factors approach" (2011).*

**1815 Closing remarks from Chair and end of day one**

## Business Opportunities

A limited amount of sponsorship opportunities are available for this conference. These include, but are not limited to opportunity to present case studies, exhibit, host networking functions, and benefit from the extensive branding and marketing exposure generated throughout the lifecycle of the event.

For further information please contact **Peter Morgan** on **+61 2 9238 7200** or email **peterm@marcusevansau.com**

## About the Business Development Partner



PROCOM delivers a wide range of risk management services across the entire process safety lifecycle, complementing our process and project engineering consultancy covering the oil, gas, energy and alternative fuel sectors. PROCOM's dynamic, experienced facilitators have a strong process engineering background for design reviews, HAZID, HAZOP and other risk assessment studies. Our facilitators, together with our electrical and instrumentation engineers provide functional safety support services in accordance with IEC61511 from concept through analysis and realisation phases including Safety Integrity Level (SIL) assessment and verification. Consequence modelling and safety case preparation services for Major Hazard Facilities are also offered, including dispersion and thermal radiation modelling.

## Tuesday 29th May 2012

### Register Now

Contact Sarb Powar at **marcus evans**

**Tel** +61 (2) 9238 7200

**Fax** +61 (2) 9238 7286

**Email** sarbp@marcusevansau.com

#### 0815 Registration and coffee

#### 0830 Opening address from the Chair

#### 0840 Rapid Re-cap Session

In this session, delegates are encouraged to discuss and summarise key takeaways/points learned from Day 1 of the conference

#### 0845 Session One – Case Study

##### Utilising Process Safety Management principles to build a robust system

Process Safety Management (PSM) systems have been described in industry codes for over ten years. PSM is important to ensure that the controls to prevent or mitigate high consequence low likelihood events are established and safeguarded. Many models exist for how to implement PSM in a company management framework. The model for implementation may be standalone or as an integral part of a Health and Safety Management system or other arrangements.

This presentation will contain an overview of the PSM frameworks published by industry bodies, the pros and cons of different implementation options, including the latest one from the Energy Institute in the UK (late 2010). It will also

- Demystifying Process Safety definitions - Is process safety concerned only with loss of containment or should it be concerned with other high consequence low likelihood events such as structural failure?
- Application of PSM in an environment with ageing assets with an example related to corrosion management for process equipment

**Richard Pocock** Senior Integrity and Safety Risk Manager  
**Woodside Energy**

#### 0930 Session Two – Expert Insight

##### Behavioural Safety Initiatives from the Australian Oil & Gas Industry

- Overview of the Australian oil & gas industry's Common Safety Training Program (CSTP) and Safe Supervisors Competence Program (SSCP)
- Assessing the benefits of combining behavioural outcomes; simulated high-risk training environments; and on-the-job validation with relevant units of competence in one coordinated approach
- Managing an industry-wide approach to training to maximise impact on safety culture in the long-term
- Overcoming challenges for traditional RTOs in meeting the changing needs of industry

**Bronwyn Struthers** Organisational Development Specialist  
**ERGT Australia**

#### 1015 Session Three – Expert Insight

##### Using quantitative data and objective examination for risk assessment and analysis of process safety

- Determining the failure rate of equipments and interpreting results of quantitative analysis – what it can and can't tell you
- Predicting high risk areas & activities and feeding the results of the assessment into the process performance metrics
- Using results of quantitative analysis to drive process performance metrics
- Improving hazard and risk identification tools and methods to enhance recognition of process hazards

**Lachlan Dreher** Director  
**R4Risk**

#### 1100 Morning refreshments & networking break

#### 1125 Session Four - Case Study and Round-table Discussion

##### Aligning process safety goals with organisational goals

- Going beyond a root-cause and investigation analysis to determine the organisational factors that pose a safety risk
- Measuring the attitude and risk appetite of the organisation to determine the impact of the business goals on the process safety goals
- Creating a proactive process safety culture through effective governance, leadership and training for top management
- Generating a trickle-down effect that is communicated through a balance of process safety competencies and internal company policies

**Peter Wilkinson** Managing Director  
**Noetic Solutions**

#### 1245 Session Five – Expert Insight

##### The Safety Leadership Challenge - The complex nature of being human!

- Humans are humans regardless of rules, bunding or barricades
- Understanding the 'person element' and its correlation to safety performance
- The core 'Safety Citizenship Behaviours' – a model for home grown safety leadership
- Walking the talk - we say the right thing...yet how do we as leaders act in comparison
- Grasping the role of authenticity and courage

**Chandra Clements** CEO  
**Sentis**

#### 1330 Networking Luncheon

#### 1430 Session Six – Panel Discussion

##### Process Safety vs. Occupational Safety – Creating an optimum level of employee and plant safety

- Establishing communication channels between departments to achieve the common objective of safety
- Installing multiple levels of commonly agreed soft and hard barriers such as safe work practices and deviation limits
- Ascertaining the various levels of disaster prevention methods in case of deviations

Panelists:

**Rodney Rutledge** Senior Advisor – Process Safety & HES Risk  
**Caltex Australia Petroleum Pty. Ltd.**

**Mark A. Griffon** Board Member

**US Chemical Safety and Hazard Investigation Board**

**Hefin Griffiths** General Manager, Safety, Environmental and Radiological Assurance  
**ANSTO**

#### 1515 Session Seven – International Presentation

##### Preventing physical or economic loss through robust alarm management

- Discussing the role of alarm management as one of the key protagonists in recent process disasters such as BP and Chernobyl
- Communicating the intended sense of urgency to avoid alarm fatigue
- Prioritising alarms and laying out mitigation measures based on the importance of the scenario
- Assessing new technologies and systems that can improve alarm management

**Nasir Alhabshi** Head - Process Safety Management  
**Petronas, Malaysia**

#### 1600 Afternoon refreshments & networking break

#### 1620 Session Eight – Case Study

##### Developing new processes for corporate governance and management oversight

PTTEP has redefined its approach to process safety post Montara. This session talks about innovation in:

- Assisting top management in the assessment of critical controls with the new 'Line of Sight' tool
- Designing management systems and procedures to exercise a greater degree of control on processes
- Laying down critical process competencies for in-house personnel and contractors

**Robin Wright** Safety, Security, Health and Environment Manager  
**PTTEP Australasia**

#### 1705 Session Nine – Case Study

##### Practical applications of process safety principles and the pursuit of safe reliable production in the chemical manufacturing industry

- Fundamental elements of proactive controls, reactive controls, and mitigative measures and combining them together in governing layers of protection (LOP) at CSBP
- Highlighting the inherent strength that using a risk assessment methodology provides when developing layers of protection
- Understanding the weakness and the resulting impact that can creep into risk assessment methodology when used imperfectly in practice
- Overcoming weaknesses in systematic risk assessment methodology through key techniques, in the pursuit of continuous improvement in process safety

**Albert Romano** Manager Business Performance - Chemicals  
**CSBP (Division of Wesfarmers Chemicals)**

#### 1750 Closing remarks from Chair and end of conference

### About the Media Partners

**IndustrySearch** is Australia's leading website for the manufacturing and industrial sector. Over 300,000 website visitors and 25,000 e-newsletter subscribers use IndustrySearch to find products, suppliers and current news.

IndustrySearch is utilised by industrial and B2B advertisers to promote products, generate sales leads and increase brand awareness among industrial decision makers.

Visit [www.industrysearch.com.au](http://www.industrysearch.com.au) or email [amanda@industrysearch.com.au](mailto:amanda@industrysearch.com.au)

**Australia's premier safety site.** With more than 55,000 newsletter readers nationally and thousands of visitors to their site, Safety In Australia brings businesses and the health and safety industry together. Advertise to key influencers in large, medium and small organisations, or keep updated with the latest safety news - [www.safetyinaustralia.com.au](http://www.safetyinaustralia.com.au)

**marcus evans** would like to thank everyone who has helped with the research and organisation of this event, particularly the speakers and their staff for their support and commitment.

# Our business partners profiles

## Why you cannot miss this event

With **ProSafe** now becoming an epitome of superior knowledge sharing of process safety tools and principles, the industry has recognised the fast moving changes sweeping across process industries. Indeed, the fundamental key is embedding process safety in everyday operations from the small daily decisions on how to conduct a maintenance inspection through the large decisions of changing process design.

**ProSafe 2012** is the key to preventing the series of small events and putting a close check on the indicators which can lead to a serious incident. With a strong focus on the current pressing industry needs of operational excellence, organisational factors affecting process safety, compliance and risk assessment, this event will provide you with a plethora of case studies to advance your process safety systems and future-proof yourself from any potential disasters.

## Who must attend?

**VPs, General Managers, Managers, Chiefs, Directors, Heads, Team Leaders of:**

- Process Safety
- Process Control
- Technical Safety
- Fire Engineering
- Loss Prevention
- Facilities
- Project Managers
- Process Engineering
- Safety Engineering
- OHS/ HSE/ EHS
- Resilience Engineering
- Operations
- Plant Managers

**From:**

- Oil & Gas (Refineries, Exploration)
- Polymers/ Resins/ Solvents
- Energy/ Power Plants
- Water and Waste Water Treatment plants
- Agricultures and Winery
- Any facilities that are dealing with high risk & reactive processes
- Petrochemicals/ Chemicals
- Mining and Minerals
- Gas Storage Terminals
- Pharmaceuticals, Consumers and Food

## About the Solution Providing Partners



S2V Consulting provides technical safety and risk management advice to high-risk industries. From its offices in Perth, Australia and London, UK our specialist consultants deliver effective solutions to managing risks.

S2V also provides environmental, process, facilities, pipeline and subsea services across the globe, helping clients to find integrated and valued solutions to challenging issues.

**Solutions 2 Value** – *it's in our name and everything we do*



All large employers are legally required to document how health and safety is managed within their company. This policy outlines the general vision, objectives and arrangements for the whole business, detailing who does what and when and how they do it.

**DataStation** acts as the central nervous system for health and safety policy execution. Using web technologies and best practice methodology, DataStation provides REAL TIME management of:

Actions, Assets, Compliance, Contractors, Documents, Energy, Environment, Hazards, Incidents, Property, Reactive Tasks, Business Risks, Training Records

DataStation is implemented globally across most business sectors, and offers collaboration and assurance for organisations at all levels.



**A.D. Engineering** International design and manufacture high quality electronic equipment for urban transport infrastructure projects. To date, we have completed more than 500+ turnkey projects for various Government Departments including State Authorities covering road, rail and air traffic and private sector organizations throughout Australia and overseas. The 2011 product range features Variable Speed Limit Signs, Large Format Variable Message Signs, Radar Speed Displays, Changeable Message Signs and Car Park Guidance Systems. A.D. Engineering also provide onsite commissioning services, including protocol interfacing to traffic operation centre and control networks. Find out more at [www.adengineering.com.au](http://www.adengineering.com.au)

## About the Endorser

The **National Safety Council of Australia (NSCA)** is a member-based organisation and leading provider of OHS&E skills, solutions and training. You can become a member of the NSCA and connect to a network of people with similar views and responsibilities. In addition, our members receive discounts on training, consulting and auditing services, and seminars and events. Please visit [www.nasca.org.au](http://www.nasca.org.au) or call 1800 655 510 for more information.

## About the Associate Partners



**R4Risk** is an independent company providing consulting services in risk management and process safety to companies across a broad range of industries, including petroleum, chemicals, mining and logistics.

R4Risk's mission is to assist its clients to manage their risks effectively, efficiently and sustainably, through the application of technically superior risk management.



**Deanmac Emergency Services Pty Ltd** is an Australian owned Company operating for twenty years providing specialised life safety services to high risk and major hazard industries and facilities within Australia and overseas.

Deanmac assists the protection of people and assets through the delivery of three specialised service lines;

- Providing the installation, repair and maintenance of fire protection and life safety infrastructure
- Helping businesses to protect their assets through the provision of specialist on site personnel and equipment such as fire fighters, rescue workers, medics and security teams
- Assisting clients to understand their strengths and areas, which need improving through audit risk assessment, emergency planning and providing Nationally Accredited training through our Registered Training Organisation.

**ERGT** Australia has been serving the Australian Oil and Gas Industry for over 15 years. The Company is a specialist training organisation for high risk industries. ERGT operates 7 training facilities within Victoria and Western Australia. Training courses include a wide range of emergency and safety competencies from international and Australia recognized learning materials such as OPITO,PMA,PUA and ASMA.



**SAFETY  
NONSTOP**

**HIMA** Australia is a subsidiary of HIMA - the world's leading independent designer and provider of automated safety solutions. Founded in Germany in 1908, HIMA has a record of safety system innovation that began in 1970. HIMA solutions, whether for critical safety applications in the process industry, in machine or in building automation, protect people, assets and the environment in more than 80 countries around the globe. What distinguishes HIMA solutions from the rest is the combination of maximum safety and maximum availability. Only through permanent safety and uninterrupted operation are HIMA's clients able to achieve their business goals. HIMA Australia solutions are based on practically-focused functional safety consulting, wide-ranging application experience, a comprehensive product range and the ability to integrate safety solutions into almost any automation environment. Everything we do, think and create is designed to help you achieve non-stop safety.



**ISNetworld** is the global resource for connecting corporations with safe, reliable contractors/suppliers from capital-intensive industries. ISN collects self-reported conformance information from contractors/suppliers, verifies its accuracy, and then reports the results in an easy-to-follow format. This allows corporations to select those resources that best meet internal and governmental requirements, while providing contractors/suppliers the opportunity to centralize their conformance information, saving time and gaining presence in the marketplace.

Through its innovative data-systems, superior customer service, and global reach, ISN fosters safer work environments, stronger partnerships, and a healthier bottom-line.



**Sentis** is a global business dedicated to creating sustainable organisational change in the world around us. Our mission at Sentis is to assist individuals and organisations change their lives for the better and we do this through the application of psychology to safety, leadership and well-being in the workplace.

With our team of psychologists, Neurosafety™ and organisational culture professionals, we pride ourselves on enhancing safety, cultural and leadership performance.

