

A Business Improvement Journey with Zenworkz – Heavy Industry & Construction Business

The business and their people needs:

Our client's people are both professionally and geographically diverse.

Their activities are subject to intense stakeholder and community interest and contribute significant economic benefits.

Our client needs were to:

- Align the workforce with the business strategic intent
- Address workforce performance and instil a focus on results
- Create a more resilient and adaptable workforce to deal with current and expected changes in industry and operating requirements
- Instil a culture of leadership across the business
- Be viewed externally as an industry leader

The following work has been carried out by the Zenworkz principals:

Work Undertaken	Business Benefit
<p>Behavioural Competencies & Personal Development Program: Research, interviews, focus groups, then design, testing, and implementation of business wide Behavioural Competencies & Personal Development Program</p>	<ul style="list-style-type: none">▪ Design and development of graded business behavioural competencies enabling assessment and identification of individual development needs▪ Industrial action avoided due to acceptance by workforce of Zenworkz principal's approach, method and useability of competencies and personal development program
<p>Strategic Planned Intervention for Human Resource Group: Survey of group members Design and facilitation of workshop and activities to align members to common purpose Reorganisation of group to balance focus on both strategic & operational issues</p>	<ul style="list-style-type: none">▪ Reorientation from operational to more strategic outlook. More valued inputs to business planning and staff retention issues▪ Reorganisation and decrease in HR personnel required with increased performance▪ Change in skill mix▪ Increased cooperation, assistance and contribution to HR client groups & business

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Work Undertaken	Business Benefit
<p>Custom design, facilitation, & measurement of Leadership Development Program:</p> <p>Research of world-wide “best practice” in Leadership Design, testing, fine tuning, implementation, facilitation & certification of program Continual integration of new business initiatives and sponsor involvement into program Measurement and evaluation of program participant learning and contribution to workplace Post program feedback and participant support</p>	<ul style="list-style-type: none"> ▪ Increase in discretionary effort and contribution ▪ Increase focus on results and acceptable behaviour ▪ Build resilience and adaptability to change ▪ Measurement of development impact and cultural shifts in workforce ▪ Support behavioural competencies and personal development program ▪ Provide common language and experiences across business ▪ Promote cooperation ▪ Provide alternate forum for dialogue with executive ▪ Provide a qualification to participants
<p>360 Degree Feedback Survey:</p>	<ul style="list-style-type: none"> ▪ Measure and provide awareness of behavioural strengths and opportunities for improvement
<p>Safety Behaviour Conferences:</p> <p>Research, design, and facilitation of safety conference agenda, speakers and activities</p>	<ul style="list-style-type: none"> ▪ Integrate safety behaviour with behavioural competencies and personal development program. ▪ Align safety activities to business strategic intent
<p>Focus on the future workshops:</p> <p>Research, design, and facilitate scenarios and hypothetical activities to test and adjust strategic and policy settings</p>	<ul style="list-style-type: none"> ▪ Institute new initiatives to cope with legislative, industry and environment changes likely to impact business strategy ▪ Adjust strategic and operational policy and input to the business planning cycle
<p>Business Planning:</p> <p>Research advise and collaborate in the annual business planning activities</p>	<ul style="list-style-type: none"> ▪ Challenge and test assumptions ▪ Improve planning process and stakeholder involvement
<p>Individual consultation:</p> <p>Trusted, relevant help and advice Coaching Sharing of research findings</p>	<ul style="list-style-type: none"> ▪ Individual growth in technical and cognitive skills. ▪ Increased capacity to act

The Zenworkz principals all have an executive background. This combined with a strong research and practice base provides a unique competency and allows us to tailor customised interventions, support activities, and development relevant to our clients’ business environment.

Our client also values our understanding and alignment to both executive and board’s business decision processes. Above all we understand people, business and results.

Contact Zenworkz: contact@zenworkz.com or call 02 6686 8413