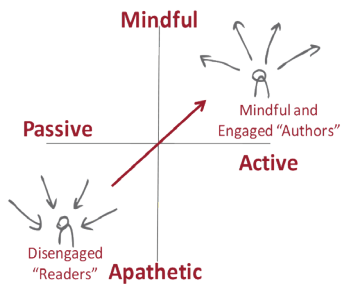


GRIP-Scan™ allows an organisation to understand quickly and accurately what it needs to do, and what business benefits it will achieve.



A business is like the human body. It pays to regularly do a full analysis of your condition, so you can determine if there is something you should change, or whether you need a transformation. To ensure you have a sustainable organisation, focused on the coexistence of business, the individual, communities and societies, you need a foundation of mindful, resilient, and engaged employees.

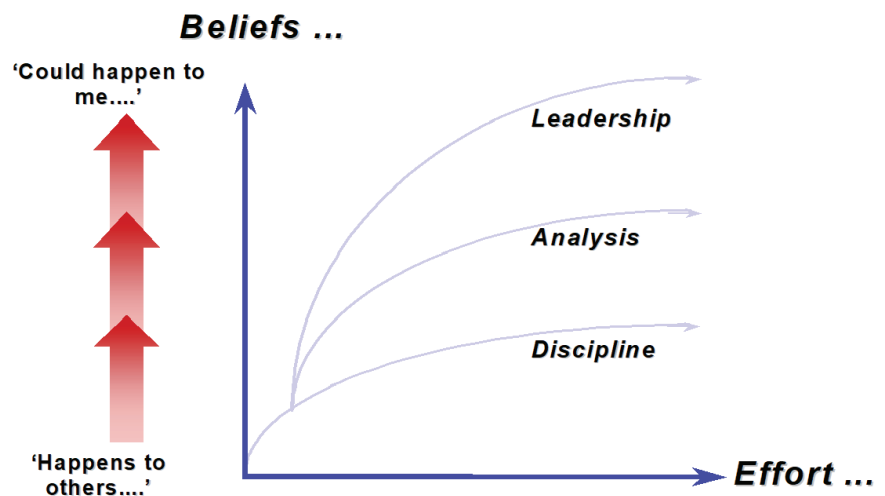
There is a close link between social sustainability and organisational effectiveness if people are encouraged to interact and contribute ("author") rather than simply follow ("reader"). They thus become co-designers in the workplace.

There are two concepts that sometimes gets lumped together in the business world, transformation, and change. Change and transformation may seem like the same thing and whilst they are definitively related, there are critical differences between them. If these are overlooked or misunderstood, it will lead to organisational challenges or flat-out failure. According to data from McKinsey at least 70% of corporate transformation programs fail.

GRIP-Scan™ is a complete 'health check' of a topic like Safety, or a full organisational analysis. (For illustration purposes we use Safety in this flyer). We start by creating the needed awareness in your organisation, mobilising our team and yours, securing agreement on your business priorities, highlight key compliance and strategic issues and confirm the focus and scope of the Scan.

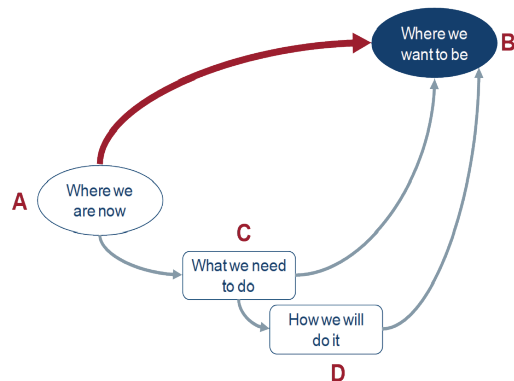
The analysis of the Compliance Impact determines the state of relevant systems, policies, people, equipment and procedures, required to comply with applicable regulations and best practice. We use our LAD™ framework to determine whether change or transformation is needed. The three elements of the framework are:

- ☑ Leadership is the 'inspirational' level and all leaders should be safety 'champions' and translate their passion into plans and a reporting system to ensure they keep their fingers on the pulse.
- ☑ Analysis is the 'understanding' level and systems are required that analyse the work environment, scanning for emerging risks and recommend risk reduction strategies. This part of the systems 'never sleeps'.
- ☑ Discipline is the 'perspiration' level and reduce risk at the task level, consisting of:
 - Generic system controls such as emergency management, engineering specifications, purchasing, training, etc.
 - Controls for major sources of injury and illness like machines, vehicles, gravitational energy, electrical energy, mental health, etc.
 - Controls for multiple sources of injury and illness such as work permits, isolation procedures, housekeeping and personal protective equipment



Refer to the diagram above. The application of safety efforts over time begins by laying a foundation of Discipline. Then Analysis and Leadership raise awareness and understanding. There is a progression from the belief that incidents happen only to others to the recognition that incidents can and do happen to us.

The Analysis of the Strategic Opportunities identifies business opportunities provided by Safety improvements and determines how these can assist or integrate with current business imperatives. We will determine if there is a change needed in a finite initiative or a set of connected initiatives to make a clear, measurable shift on how a specific aspect (Safety) of the business functions.

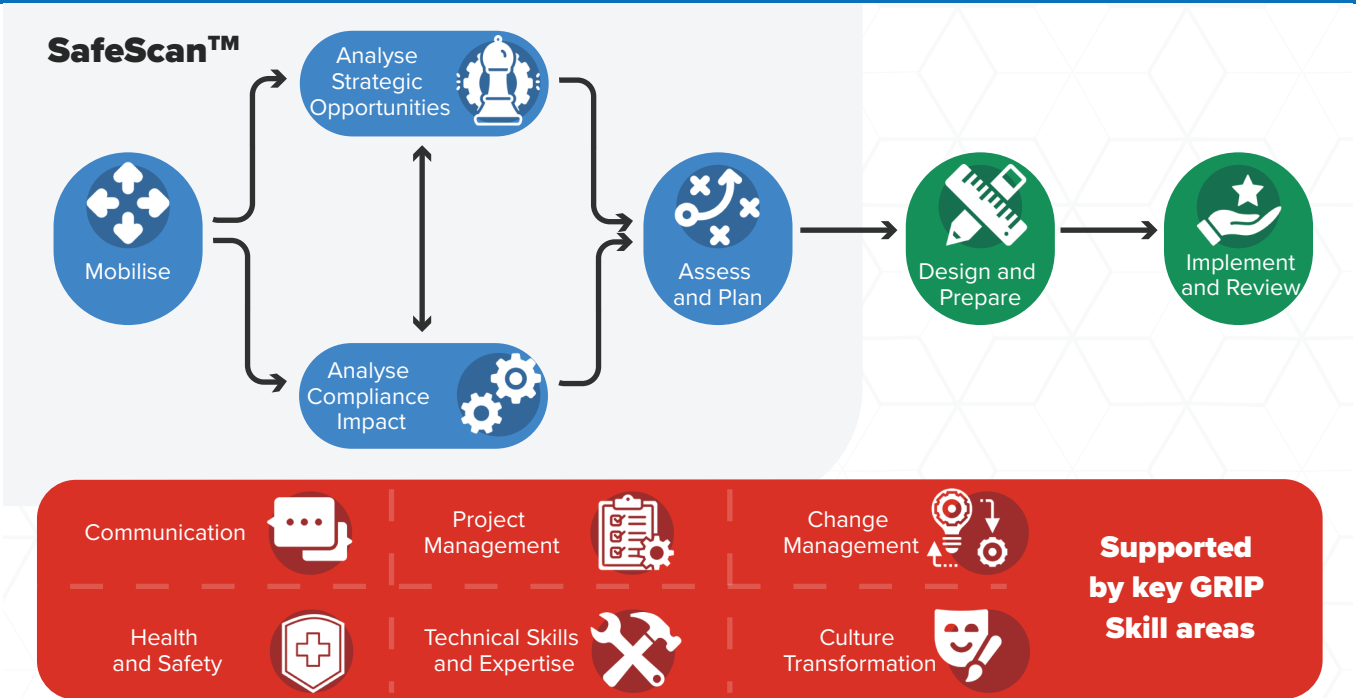


Or we may find that there is a need to modify core beliefs and long-term behaviours, which requires reinventing the way the organisation does business, i.e., transformation.

As part of this analysis, we use our GRIP-Culture™ methodology to analyse and understand the organisational culture. It is important as culture shapes how people interpret direction from their leaders, and how they then act.

After the two sets of analysis, we complete the assessment of financial and business impacts of strategic and transactional changes and prepare the plan for detailed design. This phase of the work has a Strategic Positioning workshop with the leaders to agree the current state and the desired state, determine the scenarios to plan for, and provides an agreed BluePrint™ for change, complete with timelines and milestones.

The complete process is shown in the diagram below with SafeScan™ the section in grey. The green blocks represent the implementation phase which is the next stage after completion of GRIP-Scan. It has been reflected to show the whole process for completeness.



If you are interested in discussing this further, please contact:

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