



# Our Services

Engage People – Build Leaders – Develop Teams – Create Sustainably Safe Cultures





## About Us

**We are recognised as leaders in safety behaviour and the development of leadership skills.**

We are specialists in behaviour change. Our role is to work with you to challenge, assist and help you and your organisation to achieve even higher levels of performance through your people and teams.

We work with you collaboratively to achieve sustainable and replicable organisational success through sound leadership and sustainable safe practice operations.

**We have worked within the Oil & Gas industry since 2000.**

**Our initiatives and programs have provided individuals, teams, drilling contractors and operators with safe alternatives to achieving high performance in exploration, drilling and production operations. We have experience nationally and globally.**

“ I cannot lead anyone anywhere  
I am unwilling to go myself. ”

## Why Us?

Our people have the levels of experience, enthusiasm and patience expected of a high performing team. We have worked with the highest levels of government, business and industry in Australia and internationally, who have engaged us again and again as a result of what we do and how we do it.

We are experienced in providing services to the Oil & Gas industry in all areas of behavioural change and safety operations through effective and sustainable leadership practice. We have particular interest in new campaign start-ups, drilling operations, HSE coaching, and leadership development.

We work with the Australian Army (Forces Command) within the school of leadership practice. Through this experience we offer cutting edge skills in leadership, situational awareness and critical thinking.

Our people design and deliver programs and change initiatives that make a difference worldwide.

[With you we will develop leaders and work towards sustainably safe outcomes for successful operations. Our customers benefit from a balanced, experienced and positive interaction with your workforce.](#)

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## What We Do

We provide a full range of services that assist you and your organisation develop effective leadership practices that encourage sustainable operations at every level.

We work within your current policies, practices and procedures. If requested, we provide approaches to achieving high performance in operations that are productive and proven: practices that can contribute to sustainable and safe operations.

We provide services in all areas of behavioural change with a particular interest in safe operational practice and excellence. We achieve this by assisting in the development of sound and sustainable leadership and followship practice. We work with individuals and teams on site, 24/7.

Our experience and the published observational data reaffirms our belief that successful high performance operations are a direct result of a commitment to leadership. We believe leadership to be a foundation and benchmark for ensuring that safety and safe performance are ongoing non-negotiable habits.

We work within organisations: that have a desire to improve their operations safely and sustainably; and organisations that are prepared to challenge the current approach and seek to understand safer alternatives that will, in time, deliver high performance consistently.



The greatest revolution of our generation is the discovery that human beings, by changing the inner attitudes of their minds, can change the outer aspects of their lives.

William James (1892)



## How We Achieve

Our approach is based on sound academic research and proven field experience.

Our methodology and approach is led by Dr Stewart Hase. Dr Hase has over 25 years experience as an organisational psychologist and remains a respected speaker, writer and thought leader on workplace culture and change.

We operate worldwide and provide qualified professionals able and willing to meet the many challenges faced in any project no matter where you are.

We partner with organisations that are prepared to move, to see things differently and approach opportunity more prepared as a consequence. We work with organisations that have a commitment to people and belief in safe operations.

We work with you to understand your operations, listen to your needs and champion your vision of safe and sustainable operations. Our team commit to you and your mission.

## We Are

A former academic and doctor of organisational psychology who remains at the forefront of clinical and organisational research yet grounded in the reality of life inside and outside the workplace.

A retired senior Australian Army Officer who served and led in the field of battle and as a representative of the Australian government to the United Nations in New York in core decision making.

A Human Resources Director from the mining industry championing the case for safe operations now practiced on industrial sites throughout Australia.

A Surf Life Saver and Club Captain who took basic leadership and team cohesion principles practiced on the beach to the boardroom and worksite of Fortune 500 organisations in Australia and on location in North America, Eastern Europe, Central Africa and SE Asia.

We are a group of 25 professionals ready to assist wherever and whenever we are needed.

# Our Vision

## Vision

To provide the best service and most capable resources possible to all clients.

## Mission

To walk with confidence and commitment with every client. We will never put anything before our belief in a safe, productive and healthy workplace.

## Core Values

To always know what it right, what is wrong and act accordingly.

We will champion the reason why every initiative, project, operation and campaign can be led from start to finish through sound leadership practice, strong teams and sustainably safe operations.

- Engage People
- Build Leaders
- Develop Teams
- Create Sustainably Safe Cultures



# Our Services

**We are able to work as a team or in individual engagement dependent on requirements and location.**

- Leadership & Team Development      Our core area of expertise and experience.
- Coaching & Mentoring                  Developing skills and attitudes in alignment with the organisations objectives, values and beliefs.
- Safety First                                  Ensuring the foundation of high performance is built on safe and sustainable practices and operations.
- Strategy – Campaign Start Ups        Design, Development & Execution of campaign start-ups with drilling contractors, service companies and third parties.
- HSE/SHE Coach Onsite Representation   Working with individuals and teams at the workplace (Exploration & Drilling Rigs, Platforms & Refineries).
- ‘Gap’ Leadership                          Short term assistance for new leaders and leadership renewal in organisations.
- Facilitation                                  Conference, Convention, Retreats and Workshops.



“

We shall never be able to remove suspicion and fear as potential causes of war until communication is permitted to flow, free and open across international boundaries.

”

Harry Truman (1948)



# communication

## Strength & Diversity

**Any organisation that fails to recognise the challenges of communicating with its people fails to recognise that it is communication that will determine its success or failure.**

Our experience demonstrates that effective communication, which seeks to understand and welcome a different opinion, even an amended approach, provides the opportunity to improve ones chance of success.

Our experience from Boardroom to Bench seat, Dugout to Drill floor has provided us with hands on understanding of how to deliver a message, how to welcome a response and how to champion a just cause.

The principle is the same: from the Sydney CBD boardroom to the Tanami track mine site; tripping pipe on a floater in the South China Sea; or running anchor against the elements in the North Sea. Quietly observing the nod of acceptance or the raised eyebrow of a questioning, yet silent, worker, how we interact, how we communicate is critical to the success of any worksite, any team, the organisation and the challenge of multi party negotiations.

We have found that successful operations and organisations that achieve consistently high sustainable performance do so when they seek to understand the combined elements of organisational success.

Effective leadership, high performing teams, a commitment to safe behaviour and a willingness to accept new paradigms of success. These are the result of a foundation in good communication.



“

There is no greater act of friendship than  
to embrace a stranger as one's own.

”

# campaign startups

**We have over 10 years experience working globally with operators, contractors and third parties in achieving high performance outcomes through effective campaign start up's.**

We understand the challenges that face many drilling campaigns.

How will we work with new drilling contractors? How do we know if our business partners will hold our values? Can we do everything possible to ensure that this operation can be conducted as safely as possible?

At any point of operations we are able to offer expertise in achieving high performance through safe operations. We work with you, your systems, your practices and procedures to achieve the best possible, safe, outcomes.

In 2010 we have assisted in the design and development of campaign start up's and completions, safety leadership training and workshops, whole of company coaching initiatives, HSE development programs, onboard HSE Safety Advisor/Safety Coach roles and spent in excess of 250 days on offshore exploration, drilling rigs and production platforms.

We have worked in the deserts of Australia and the Middle East, the tropics of Nigeria and Indonesia, the storms of the North Sea and the Bass Strait. We all communicate differently yet how we welcome that difference will determine our success or failure.

Working with you to succeed through safe and sustainable operations is our primary goal.

# Safety Leadership

## Development / Training / Workshops

### Situation

A new campaign is to begin and everyone involved from the cook and cleaner to roustabout and roughneck needs to work together as one team: a team committed to working together on and in all operations. The challenge is how to achieve this and how to create a safety culture?

### Solution

Bring crews and teams together through activities and learning modules that enhance individual confidence in and commitment to working together to achieve common goals. A two-night residential allows operators, contractors and service companies to get to know one another and work together in a warm and collegiate environment.

### Benefits

- Clear understanding of license to operate parameters
- Succinct understanding of safety and environmental commitments
- Direct engagement in team development
- Individual engagement of personal leadership
- Everyone involved knows each other before operations commence



# HSE On Board Coaching

## BTBHSE – With You Every Step

### Situation

Drilling operations have progressed well, yet incidents and near misses still occur. There seems to be a general acceptance that operations are as 'safe as they realistically can be'. Morale is average and safety leadership appears to be lacking.

### Solution

BTBHSE join your operations in short or mid-term engagement. A HSE Safety Coach brings a new approach to JSA meetings, Toolbox meetings, Pre-Tour meetings, Weekly Safety meetings and general support in all aspects of operations. Fresh eyes with balanced experience prove a welcome addition to operations.

### Benefits

- Improvement in participation at all meetings
- Improvement in leadership initiatives in operations
- Greater participation in Stop Card and Scorecard initiatives
- Encouragement to find safer ways to perform tasks
- An optimistic and positive workforce and workplace
- Courage to act and intervene



# Induction Production

## Setting The Standard For Success

### Situation

A new campaign is to begin and a succinct message covering expectations and requirements is needed. How will we meet our expectations? Who is responsible for safety? What are our licence to operate requirements?

### Solution

A message delivered through video that is engaging and positive gives people the confidence to believe that this operation will be different. Importantly the voices heard are their own. Drillers, roustabouts, roughnecks and company men. It's anything but monotonous. Lively, warm, engaging, direct.

### Benefits

- An induction to expectations during operations
- Licence to Operate requirements
- Safety & Environment goals consistent in a single message
- Reflection of success in past campaigns by the people involved



# Leadership & Team Development

## Operators/Contractors/Service Companies

### Situation

Opportunity presents, yet we need new supervisors and managers to lead people, empower teams and meet new challenges ahead. New skills are sought and the confidence to handle situations is required.

### Solution

Coaching, Workshops and Residential's become a useful way to develop skills within the organisation to meet new challenges head on. Follow-through coaching, either one-on-one or in small groups, provides a check and balance (as well as discreet encouragement) when opportunities present.

### Benefits

- Supervisors and managers with the confidence to lead
- New skills and approaches for tackling new opportunities
- Confidence and optimism in the ability to deliver
- Empowered teams ready to perform





# Achievements



## Oil & Gas – Safety Leadership

We have worked with organisations to achieve significant achievements in safe operations. Sustainably safe operations are built on a platform of sound and effective leadership.

In 2010 alone we have worked with two offshore oilrigs that have achieved in excess of 100 days and 200 days respectfully of hurt free operations. These results are not measured on loss time injuries or total recordable injuries or even first aid records. These are hurt free operations. First aid free.

Operations that succeed because of a commitment to sustainably safe operations are built on a foundation of sound leadership. The result is high performance, day in, day out.

## Defence – High Performance Leadership

We have a unique understanding of Defence. Our people have worked with a number of Defence organisations in both ADF (Australian Defence Force) and APS (Australian Public Service) engagement.

We work nationally with the Australian Army (Forces Command) with Officers pre and post deployment including engagement in Iraq & Afghanistan.

We have been privileged to be exposed to and involved in a number of initiatives that contribute to the Department of Defence' ability to ensure every member of the ADF is able to do what is asked of them safely, confidently and competently. Our core area of representation is in the area of leadership practice, team development, situational awareness and critical thinking.

Our engagement includes working in secure and sensitive environments.

Beyond The Break offers a full service of support in helping you achieve your goals - safe and sustainable operations built on a foundation of sound and effective leadership.



# FAQ

'How responsive are you, what is your availability?'

We have a reputation for being responsive in time and responsive in attitude. Our team is able and willing to be engaged in short term and long-term projects. We are able to work on-site or off-site dependent on and pertaining to the needs of the organisation.

'Our challenge remains ensuring our people have a number of skills to do the job, it's not all that straight forward'

Rarely is anything straightforward. We are able to work with you to diagnose challenges, address solutions and embark on new journeys in ensuring the success of the individual and the operation.

'We have locations Australia wide and worldwide. Can you work with us across different locations, different cultures and multiple demands?'

Yes. We can and we do. Our people have extensive experience in meeting objectives in diverse locations.

# International Experience

We operate Australia wide and serve a number of clients internationally.



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