

Leadership Engagement Visits

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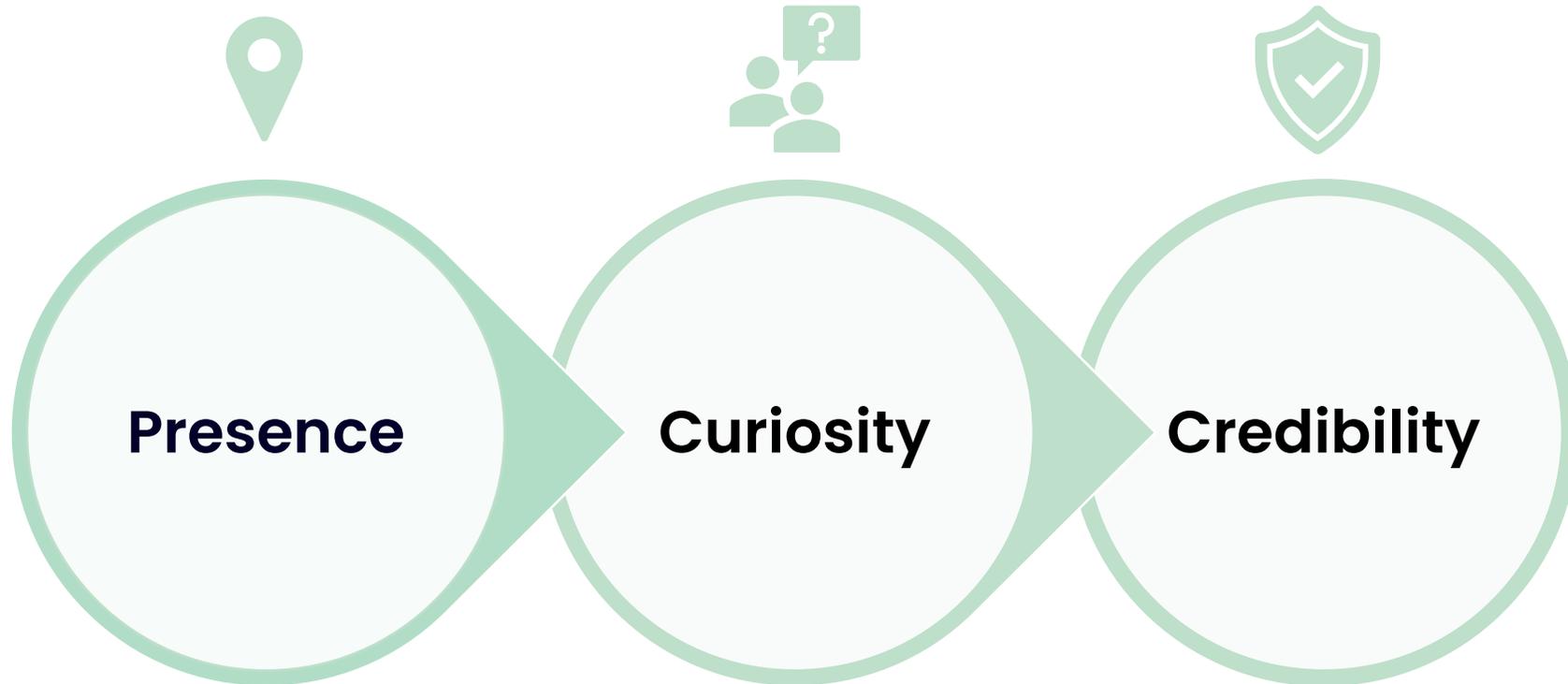
- > Operations Director, Spirit Energy
- > SCiS Leadership Team Member

Leadership Engagement Visits

When was the last time a
frontline colleague felt
safer because you visited?



Leadership Engagement - Building Trust & Transparency



From Visibility to Operational Excellence

Traditional Site Visit	Effective Engagement Visit
Checklists	Conversations
Lagging Metrics	Work as done
One Way	Two-way Learning
"All good?"	"What makes this hard?"

Revised Guidance - Why?



- > The industry has matured.
- > Workforce expectations have changed.
- > We now better understand:
 - Psychological safety
 - Learning culture
 - Human performance

Four Clear Shifts

Inspection



Engagement

Fewer Checklists



More Dialogue

Assurance



Learning

Confirm Compliance



Uncover Reality

Enabling



The Leadership Challenge

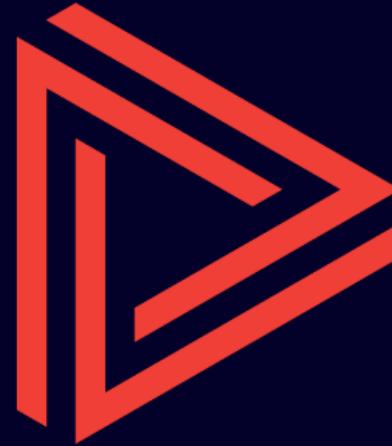
What do people really experience when I visit?

What am I unintentionally signalling through my behaviour?

What will I do differently on my next visit?



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We're at Stand 3 – Come and See Us