

Case Study.

Oil & Gas company.

Europe.

Oil & Gas.

Leadership in action: building a safer workplace

Context

A global leader in the Oil & Gas industry, operates a major site in France combining refining and petrochemical activities. With over 3,000 employees and contractors, it exemplifies complex, large-scale industrial collaboration.

Challenge

At their French platform, safety performance had recently plateaued despite well-established procedures and policies. To break through this ceiling, the focus shifted toward strengthening the safety culture, with an emphasis on behaviour and mindset.

Solution

dss⁺ launched the programme with a safety assessment of the French platform, focusing on the impact of safety routines and the maturity of managerial practices. A pilot was then conducted in two sectors — petrochemical and refining — where we trained and coached employees at all levels, from top leaders to operators. The pilot improved the quality of safety dialogues and strengthened the overall safety culture.

Following its success, we extended the programme across the entire platform, delivering over 80 training sessions and 700+ coaching sessions to more than 1,000 employees on safety leadership and effective safety dialogues to enhance risk awareness and reduce unsafe behaviours.

In parallel, dss⁺ supported managers in leading this cultural shift by coaching them on performance reviews and risk-based decision-making, fostering a more proactive approach to safety management.



Assignment

Assess the current state of safety culture and strengthen it through a targeted, behaviour-based approach.



Offering

Operational Risk Management



Impact

- Over 1,000 employees trained and coached on impactful safety dialogues.
- 52%+ improvement in managerial safety maturity.
- 57%+ reduction in Total Recordable Incident Rate (TRIR), contributing to a historic safety performance.

dss⁺

Protect. Transform. Sustain.

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