



McLeod Management

Capability Statement

Psychosocial Safety: Because People Matter.
Performance Matters. Your Future Matters.

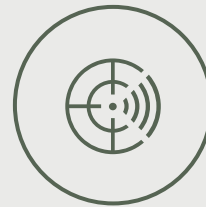




Company Overview

Connecting industry to people

Drawing on firsthand industry experience and collaboration with psychosocial experts, McLeod Management empowers organisations to achieve compliance with the 2024 psychosocial legislation and build thriving workplaces. We deliver expert guidance and tailored, risk-based solutions that are seamlessly integrated into your operations, resulting in enhanced performance, improved retention, and a substantial reduction in workplace incidents and injuries.



Fit for purpose solutions



Co-create tailored solutions and provide a personalised experience



Connected with the experts



Add value to your bottom line

“Empowering Your People to Achieve Their Full Potential.”



The Situation

The evolving legislative landscape necessitates that organisations manage psychosocial risks with the same level of rigor and effectiveness testing applied to physical risks. We can readily verify a power shutdown, but are your systems equally robust in confirming that your people feel empowered to speak up? Have you considered scenarios like raising concerns about an investment decision where they hold reservations despite apparent consensus, or questioning the use of unfamiliar safety equipment like a new harness?

Beyond compliance, there's a strong business case for doing so. Studies reveal that when employee perception of having their opinions valued increases from 30% to 60%, organisations can expect to see:

- a 27% reduction in turnover,
- a 40% reduction in safety incidents, and
- a 12% improvement in productivity.

Did you know: Exposure to a coworker's negative behavior or misconduct increases the likelihood of similar behavior in observers by 37%. Negativity is contagious.



Could you imagine a workplace where controls for psychosocial risks – like poor change management, bullying, and excessive workload – were as robust and reliable as the **safety mechanisms we trust when driving a car**?

What productivity gains, quality of dialogue, and untapped potential might we unlock in such an environment?





Core Competencies

We bring a unique understanding to this work because we've lived it. Our team has experienced burnout, navigated competing priorities, and felt the strain of trying to be everything to everyone while staying true to our values. We've struggled with building effective teamwork where psychological safety is paramount, and we've confronted the profound impact of failing to prevent mistreatment. We've led significant organisational change, sometimes with negative feedback, and we've investigated the trauma of serious incidents and fatalities, sharing the emotional burden with our teams. This experience is critical in guiding your organisation's psychosocial maturity and makes us the right partner for this journey.

Have you ever been in any of these positions? Would you have been able to use help to shift the outcomes?





Our Services

We provide comprehensive end-to-end solutions, allowing you to select the specific services from our portfolio that best meet your organisation's needs.



Our certified training team delivers psychosocial awareness training.



We work on a multifaceted audit approach connecting to your teams to assess the psychosocial safety maturity and compliance.



Our risk management professionals conduct risk assessments and support your teams to update your risk management framework.



We provide tailored training to upskill your teams in the updated controls and enable maturity growth.

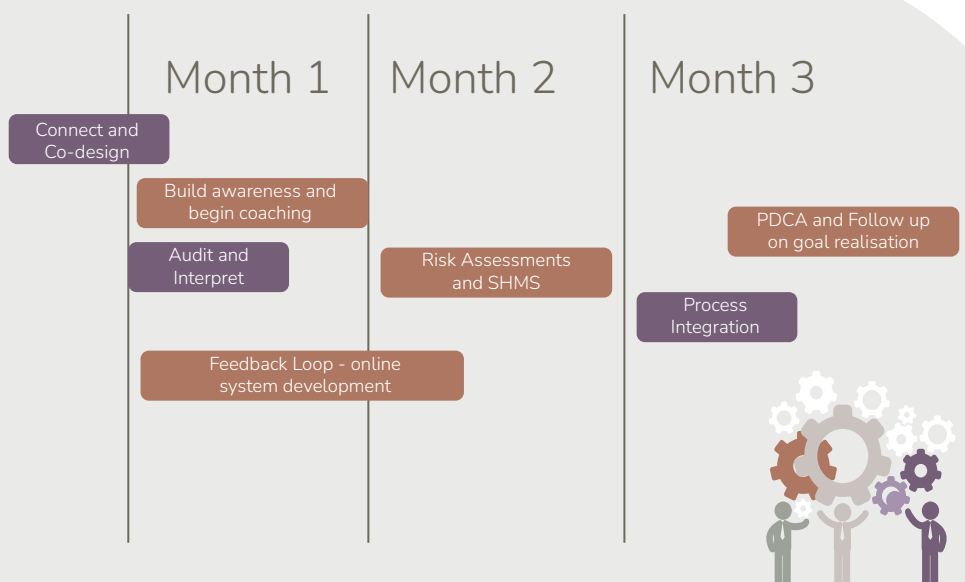


We offer control monitoring for ongoing verification and improvement.

Future Focused

Timeline

"Every good outcome is backed by a good plan."



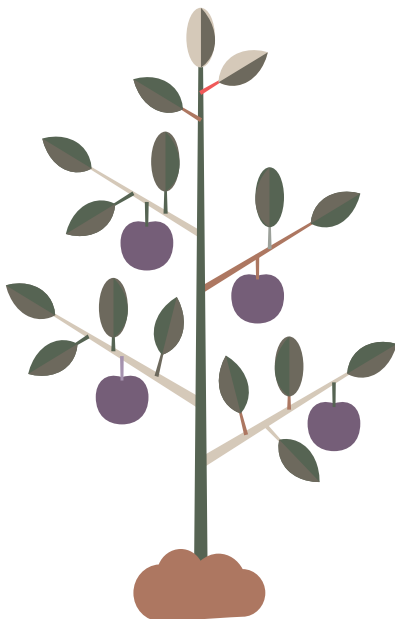
Our Process



1. **Plant the seeds** - Building Awareness: We begin by "planting the seeds" of understanding, creating widespread awareness of psychosocial safety principles and their importance throughout your organisation.

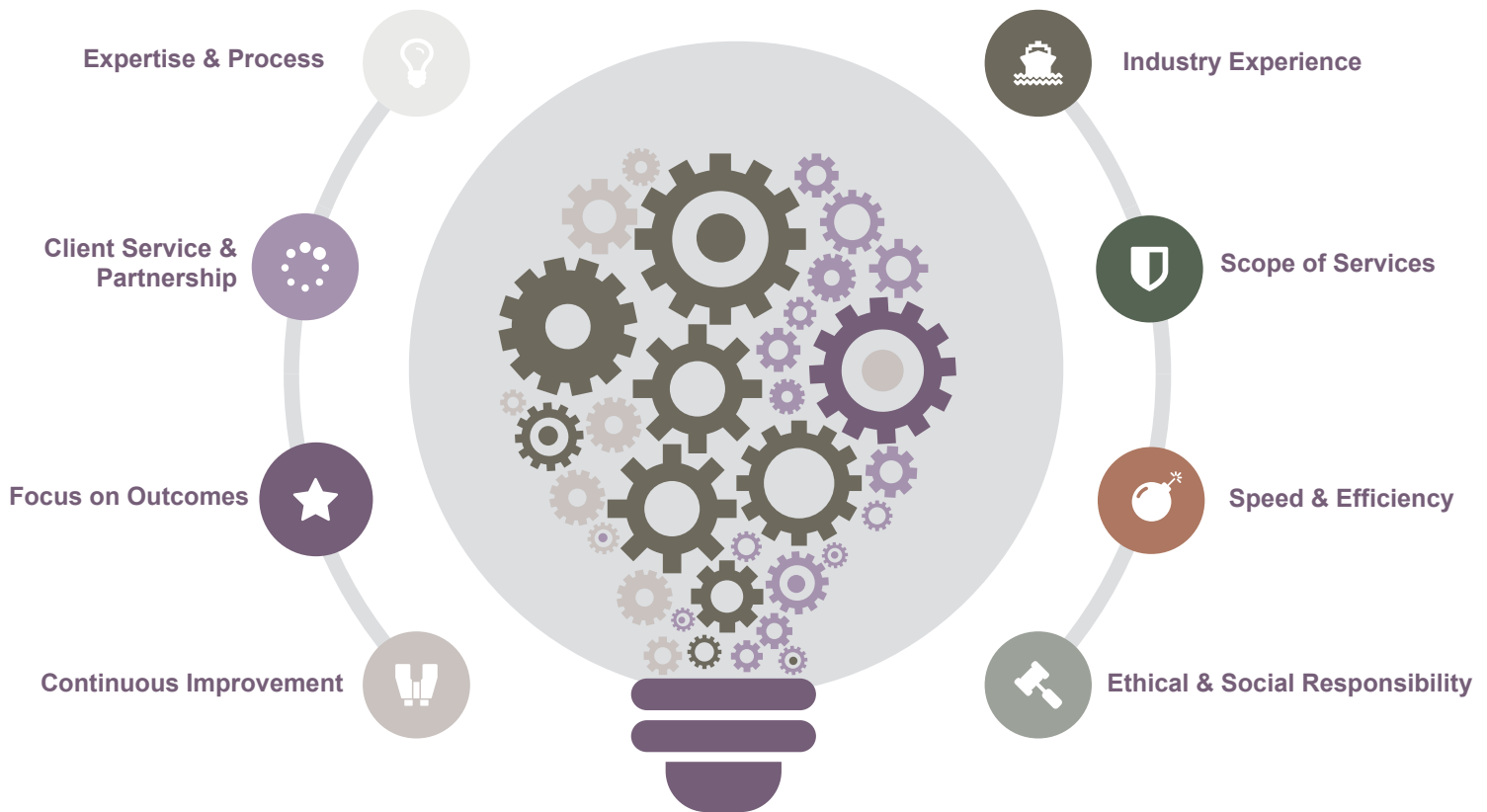


2. **Water and soil** - Framework and Controls: To nurture this growth, we provide the "soil" – a robust risk framework tailored to your organisation's goals – and the "water" – the implementation of effective control measures to support the development of a positive psychosocial environment.



3. **Harvest** - Feedback and Adjustment: Finally, we "harvest" the results by implementing a feedback loop to gather data on the level of psychosocial safety and employee wellbeing. This allows for data-driven adjustments to ensure continued growth and a sustainable, healthy culture.

Differentiators & Values



1. **Scope of Services** - Our comprehensive suite of services addresses the full spectrum of psychosocial risk and employee engagement, encompassing assessment, risk framework development, training, and control monitoring.
2. **Expertise & Process** - We employ evidence-based strategies and industry-proven methodologies for psychosocial risk management, drawing on research in organisational psychology and workplace health and safety to drive positive organisational change.
3. **Industry Experience** - With a strong track record in operational and health & safety leadership, our team's managerial expertise in risk management and training is underpinned by a deep understanding of industry standards and regulatory requirements.
4. **Client Service and Partnership** - You are not our customer, you are our partner; and our focus is delivery of **your** purpose and vision and **your** success..
5. **Ethical and Social Responsibility** - Guided by strong ethical values, we are committed to social responsibility and environmental stewardship, advocating for sustainable practices and supporting initiatives that promote a regenerative economy.
6. **Focus on Outcomes** - Our evidence-based approach ensures measurable impact. We leverage data and analytics to track progress and demonstrate a clear return on investment.
7. **Continuous Improvement** - We understand that nothing stands still; success only comes when we are constantly evolving to the landscape within we operate.
8. **Speed & Efficiency** - We know you work at pace; we deliver at pace and keep communication open and candid to minimise confusion and downtime.

Here's how we work with you



Connect & Understand

Driven by intense curiosity to understand we are always asking; where are you now, how can we help you progress?



Co-design the Pathway

McLeod Management understands that every organisation's needs are unique. We partner with you to co-create customised audit, assessment, risk management, training, and monitoring programs. Our services include:

- **Leadership Empowerment:** Building a strong foundation by providing leaders with a clear understanding of psychosocial safety principles.
- **Comprehensive Organisational Assessment:** A multifaceted audit and report offering a detailed analysis of your psychosocial maturity and a prioritised plan for improvement.
- **Collaborative Risk Mitigation:** Partnering with your risk management team and employees to conduct in-depth risk assessments and develop effective, integrated controls.
- **Process Integration and Upskilling:** Working collaboratively to update documentation and processes, and providing targeted training to ensure effective implementation and verification of controls.
- **Continuous Improvement Cycle:** Establishing ongoing control and monitoring processes to verify the effectiveness of implemented controls and drive continuous improvement through the PDCA cycle.



PDCA

We offer candid, clear, and consistent communication to check in and adjust as we progress.

Follow Up

Our success is purely based on your success, we keep the relationship and communication open to ensure that you have realised your goals.



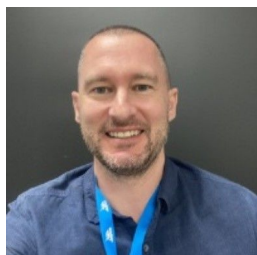
Meet Our Team & Collaborators



Justine McLeod

Director | Executive & Operational Leader | Land Restoration

18+ years' experience driving change in mining, minerals processing, power, and agriculture. Delivers high-value outcomes through proactive leadership and expertise in psychosocial safety and land restoration



Simon Kearney

Well-being Innovator | Co-Founder

Transforms workplace and school well-being using Readiness, Australia's first end-to-end wellness platform. Applies science-backed elite performance strategies from sports.. Key achievements: Co-founding Readiness; leading Readiness For Business; spearheading Readiness For School; supporting wellbeing initiatives for major organisations; advising elite sports teams.



Paul Francis

Technology Leader | Co-Founder

Technology innovator with a passion for creating people-centric workplaces. Co-founded Readiness, Australia's first end-to-end workplace wellbeing platform, and strategically pivoted it to include psycho-social hazard compliance. Diverse experience building early e-commerce and grant management systems, and leading payments system development



Corinne Brown

Senior Training Partner and Development Coach

With over 20 years of training and coaching experience Corinne has the goal of empowering individuals and teams to achieve personal and professional growth.



Hannes van Rensburg

Global Leadership & Risk Management Expert

37+ years optimising organisational and team performance, specialising in Health, Safety, Environment, Community, and Risk Management. Extensive global experience across heavy transport, chemical, metallurgical, and mining industries. Founded JANSZ Leadership Excellence, developing authentic Safety Leaders. Co-founded Bento Box of Care PTY LTD, dedicated to empowering caring leadership.



Siew Fang Law PhD

Learning & Development | Community Engagement Specialist

Dynamic leader in learning and teaching, stakeholder engagement, and community development. 20+ years' multidisciplinary experience across government, industry, nonprofits, and knowledge institutions. Passionate about using design thinking and innovation to improve lives.



"Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence." - Sheryl Sandberg

Get In Touch

Contact our team for a complimentary consultation. We're here to provide the information you need to achieve the business benefits of your journey towards psychosocial safety and a better, more productive workplace. Our priority is to support you; there's no obligation.

As the saying goes, **"The secret of getting ahead is getting started."** - Mark Twain



McLeod Management



<https://www.mcleod-mgmt.com/>



+61 447 105 706



admin@mcleodmgmt.com



Justine McLeod, Director



ACN: 684296008

