



DELTA GROUP
SHAPING TOMORROW



ABOVE & BEYOND

FRONTLINE LEADERSHIP PROGRAM

DELTA GROUP IS ONE OF THE LARGEST DIVERSIFIED CONTRACTORS OF OUR TYPE IN THE WORLD TODAY. WE HAVE THE FINANCIAL, OPERATIONAL AND ORGANISATIONAL CAPACITY TO MANAGE HUNDREDS OF PROJECTS AT ANY ONE TIME - AUSTRALIA WIDE.

ESTABLISHED IN VICTORIA SINCE 1988, DELTA GROUP NOW OPERATES IN ALL STATES AND TERRITORIES OF MAINLAND AUSTRALIA WITH OFFICES IN DARWIN, BRISBANE, SYDNEY, CANBERRA, MELBOURNE, ADELAIDE AND PERTH, AS WELL AS REGIONAL BRANCHES IN KARRATHA, LATROBE VALLEY, GEELONG, PORT PIRIE, ILLAWARRA AND HUNTER VALLEY.

OUR DIVERSIFIED CONTRACTING SERVICES INCLUDE CLOSURE STUDIES & DECOMMISSIONING, DECONSTRUCTION & DEMOLITION, ASBESTOS & HAZMAT REMOVAL, WASTE MANAGEMENT & RESOURCE RECOVERY, CIVIL ENGINEERING & CONSTRUCTION, LANDSCAPING & EXTERNAL WORKS, SITE REMEDIATION , REHABILITATION & REVEGETATION, HEAVY PLANT HIRE, MATERIALS SOLUTION MANAGEMENT, SPECIALIST MARINE & DISASTER RESPONSE.

VISION, MISSION & VALUES



OUR VISION IS TO SHAPE THE URBAN AND INDUSTRIAL LANDSCAPES OF TOMORROW.



OUR MISSION IS TO UNDERSTAND THE PROJECT LIFECYCLE BETTER THAN ANY OTHER CONTRACTOR.

ABOVE & BEYOND

ABOVE & BEYOND IS OUR ETHOS. THE SUM OF ALL OUR PARTS. IT'S OUR WAY OF WORKING AND OUR MEASURE FOR SUCCESS, NO MATTER WHAT WE SET OUT TO DO OR ACCOMPLISH. IT'S HOW WE SHAPE TOMORROW, FOR OURSELVES AND OUR CLIENTS.

PEOPLE FIRST. THINK DIFFERENTLY. DETERMINED. DEPENDABLE.

ACKNOWLEDGEMENT OF COUNTRY

DELTA GROUP ACKNOWLEDGES FIRST NATIONS AUSTRALIANS AS THE TRADITIONAL OWNERS OF THE LAND AND SEA UPON WHICH WE WORK. WE RECOGNISE THEIR LIVING CULTURAL AND NATURAL LANDSCAPES AND PAY OUR RESPECTS TO ELDERS PAST, PRESENT AND EMERGING.

WE STRIVE TO MAINTAIN A WORKPLACE THAT FOSTERS ACCEPTANCE AND RESPECT FOR DIVERSITY. A WORKPLACE FREE OF DISCRIMINATION, HARASSMENT AND VIOLENCE IN ANY FORM. WE RECOGNISE THAT SAMENESS IS A MYTH AND SEEK TO ACHIEVE EQUALITY THROUGHOUT OUR BUSINESS AND ALL RELATED ENTITIES.

SHAPING TOMORROW

 **DELTA GROUP**

NOTHING MATTERS MORE TO US THAN SAFETY. IT IS OUR MOST IMPORTANT BUSINESS PRACTICE AND WE DEMAND VISIBLE LEADERSHIP AT EVERY STAGE OF A PROJECT AND FROM EVERYONE INVOLVED.

RIGHT FIRST TIME AND THE BEHAVIOURS WE EMPHASISE ARE BUILT UPON FIVE SAFETY ESSENTIALS. THESE SAFETY ESSENTIALS ARE INTEGRAL TO THE SAFE WORK POLICIES, PROCEDURES, METHODS AND PRACTICES THAT WE HAVE DEVELOPED TO PROTECT OUR PEOPLE AND OUR SUBCONTRACTORS FROM SERIOUS HARM.

THINK

before you start

STOP

if you feel unsafe

INTERVENE

if you see an unsafe act

WEAR

the correct PPE

FOLLOW
the rules



ABOVE & BEYOND

FRONTLINE LEADERSHIP PROGRAM



The importance of frontline management to instilling a *Zero Harm* safety culture cannot be underestimated. Especially when, like Delta Group, you work in one of the highest risk sectors of one of the highest risk industries in Australia.

Nothing matters more to us than safety. It is our most important business practice and we demand visible leadership at every stage of a project and from everyone involved. We believe that safe work practices are influenced by behaviour, not authority, which is why we designed and built our own (proprietary) behavioural safety program – *Right First Time*. *Right First Time* is based on four key values: Safety, Integrity, Teamwork and Excellence. It is dedicated to empowering our people to **STOP** and **THINK** about what they are doing, no matter if they have performed a task hundreds of times before. It means:

- We all go home safe. Every day.
- Each of us takes responsibility for our own safety as well as people we work around.
- We speak up when we see anything that appears to be unsafe.
- We can and will stop work when something is unsafe.

The **ABOVE & BEYOND Frontline Leadership Program** has been designed to give our established and developing leaders the skills they need to ensure our people, our environment and the communities in which we work are safe from harm.

“ THE AUSTRALIAN CONSTRUCTION INDUSTRY IS TOUGH AND REQUIRES A BALANCED SKILL-SET IF PEOPLE AND ORGANISATIONS ARE TO SUCCEED. IT WAS APPARENT THAT OUR SITE LEADERS NEEDED TO IMPROVE THEIR COMMUNICATION AND LEADERSHIP SKILLS IF WE WERE TO FULFIL OUR POTENTIAL AND ACHIEVE OUR GOAL OF ZERO HARM. ”

Delta Group has developed this program and published this case study having entered into an Enforceable Undertaking with Safework NSW as a result of an alleged contravention of sections 19 (32) of the WHS Act.



SHAPING TOMORROW



INTRODUCTION & OVERVIEW

The **ABOVE & BEYOND Frontline Leadership Program** comprises four key stages that are designed to incorporate a blend of small group face-to-face and e-learning training solutions. It was also designed to follow an All-Of-Team approach so as to develop and reinforce better decision making capabilities at all levels of our business and in all Delta Group offices and project sites. The adoption of simulated training techniques at facilities such as the Master Builders Association (Victoria) BLSC remain in our future plans once border restrictions ease.

1.

Leading & Communicating for Success
Developed by the Frontline Management Institute. Tailored to Site Supervisors with responsibility for between 4-40 workers. Highly engaging, practical emphasis on management and leadership skills that can be applied in the workplace.

2.

Building Leaders
Developed by Inside The Box and Keegan Luiters. Tailored to Construction Managers, Project Managers, Site Supervisors, Project Engineers, Leading Hands and emerging leaders. Build awareness of the role and actions of leaders in a rapidly changing environment.

3.

Delta Force
Developed by Inside The Box and Keegan Luiters. Tailored to Construction Managers, Project Managers, Site Supervisors, Project Engineers, Leading Hands and emerging leaders. Understanding how high performing teams operate.

4.

One Delta
Developed by Inside The Box and Keegan Luiters. Tailored to Construction Managers, Project Managers, Site Supervisors, Project Engineers, Leading Hands and emerging leaders. Foster and establish professional connections across the business and between project (site) teams.

“ **EFFECTIVE COMMUNICATION IS A COMMON DENOMINATOR IN ALL HIGH PERFORMING TEAMS. ANOTHER HALLMARK IS A GENUINE COMMITMENT TO CONTINUOUS DEVELOPMENT AND IMPROVEMENT.** ”



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 DELTA GROUP

LEADING & COMMUNICATING FOR SUCCESS

PROGRAM OVERVIEW

The challenge of leading and managing other people is both exciting and demanding. Site Supervisors in Delta Group play a vital role in making sure that the team performs. They need good leadership, communication and people management skills as well as a thorough understanding of the technical aspects of their work. They need to plan and organise work and time well, often in turbulent rapidly changing environments. Site Supervisors must manage performance and communicate well.

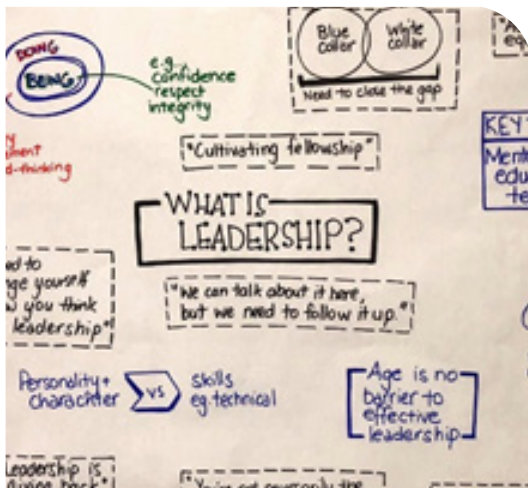


PROGRAM STRUCTURE

The program consists of two separate days of training with workplace application on-site in between. Day two will include review of the workplace application.

PROGRAM TOPICS

- Your role as a Site Supervisor
- Effective Communication as a Manager
- Organising Work
- Performance Management & Leadership
- Preparing for Workplace Application
- Communicating in Meetings
- Team Coaching
- Conflict Resolution
- Health & Safety Management
- Wellbeing & Mindfulness
- Goal Setting & Review





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02/09/18

EDAC

DITCH BUNKER

MIXING BOWL

D1

D 24 (PENDING)

385 (PENDING)

530 BEACH & HIGH

NATHAN

TOM

JACK

JOSH

DEMO

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SILVER

NATHAN

TOM

JAMES

LES

COX

DEANO

MATT

JARLETO

JARFULENKO

MICK A

JOAN

JIZZBAG

JOSH

ANDREW



Mine Site Radio Channels

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DELTA GROUP
PING TOMORROW

BUILDING LEADERS

PROGRAM OVERVIEW

Inefficiencies can arise in any project as a result of poor communication and unnecessary delays that can result. Individual team members also bring to work 'baggage' that leaders need to be aware of and which can lead to absenteeism, unsafe behaviour or decreased productivity. Building Leaders is designed to give participants the skills to operate in a rapidly changing environment, as well as to understand their influence as a leader so they can communicate and engage with their teams.

KEEGANLUITERS.



PROGRAM STRUCTURE

The program consists of two full day workshops and six half day workshops over 12 months.

PROGRAM TOPICS

- Art & Science of Leadership
- Building Self Insight
- Building a High Performing Team
- Building Powerful Habits
- Communicating for Results
- Optimising Personal Performance
- Diversity & Inclusion
- Working Feedback
- Fixed & Growth Mindsets
- Character Strength





DELTA FORCE

PROGRAM OVERVIEW

A small, hand picked group of established and emerging leaders are brought together to work on their skills in bringing our business and our people together. Small group, face-to-face workshops focus on three principles of Capability, Cohesion and Context, with participants then meeting with all team members to present and discuss key learnings. The objective of this program is to understand how teams operate and the importance of accountability to improved productivity and performance.

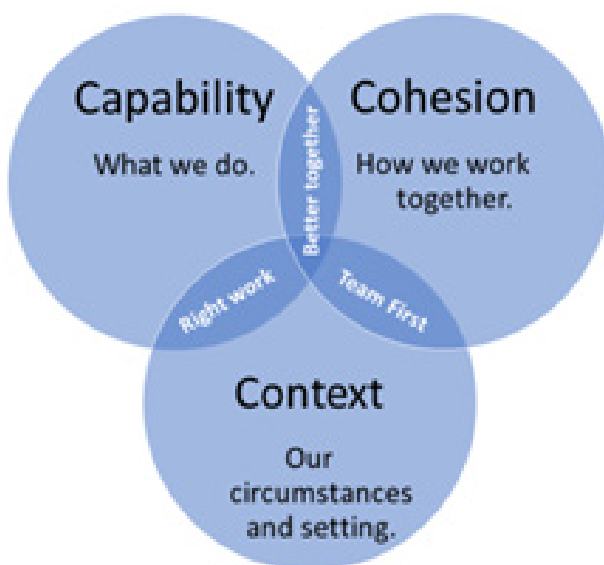
PROGRAM STRUCTURE

The program consists of seven half day workshops over 9 months, as well as three half day full group sessions.

PROGRAM TOPICS

- Mentoring & Coaching
- Leveraging IT to Improve Performance
- Context
- Cohesion
- Capability
- Standards
- Team Operating Model

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 DELTA GROUP

ONE DELTA

PROGRAM OVERVIEW

The diversified nature of Delta Group operations and numerous related entities can create silos within our business. The One Delta program is designed to specifically foster and encourage cross-functional, high performing teams and to give our leaders the skills they need to drive culture and strengthen the behaviours that demonstrate our vision, mission and values. Importantly, this program will help reduce operational and individual friction that can occur between teams.

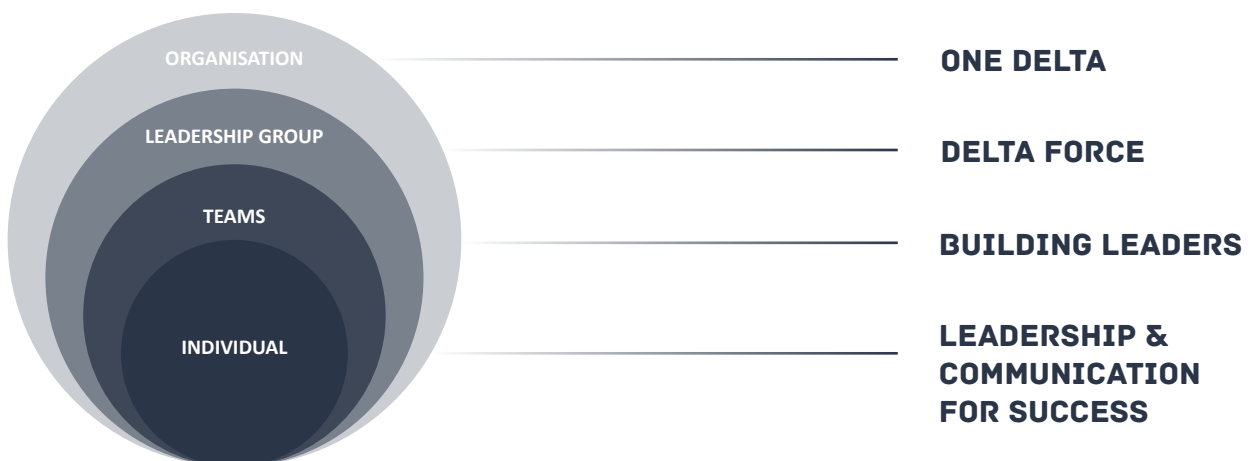
PROGRAM STRUCTURE

Seven half day 'master-classes' over a 12 month period; staged in two small group streams and culminating in one all group session.

PROGRAM TOPICS

- Respecting Our Differences
- Psychological Safety
- Giving Difficult Feedback
- Dealing With Conflict
- Powerful Meetings
- High Performance Culture

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