



**HSE**

# Strategic Integration

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**TURA SYMPOSIUM**

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# AGENDA

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- Purpose for Multidisciplinary HSE Approach and General Management Integration
- Company Example
- Keys to Success



# PURPOSE FOR INTEGRATION

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- Reduce Shift from Occupational to Environmental and Vice Versa
- Need to Understand All Aspects and Impacts to Effectively Manage
- Employee development
- Reduce dependency on individuals
- Involvement of all areas of workforce

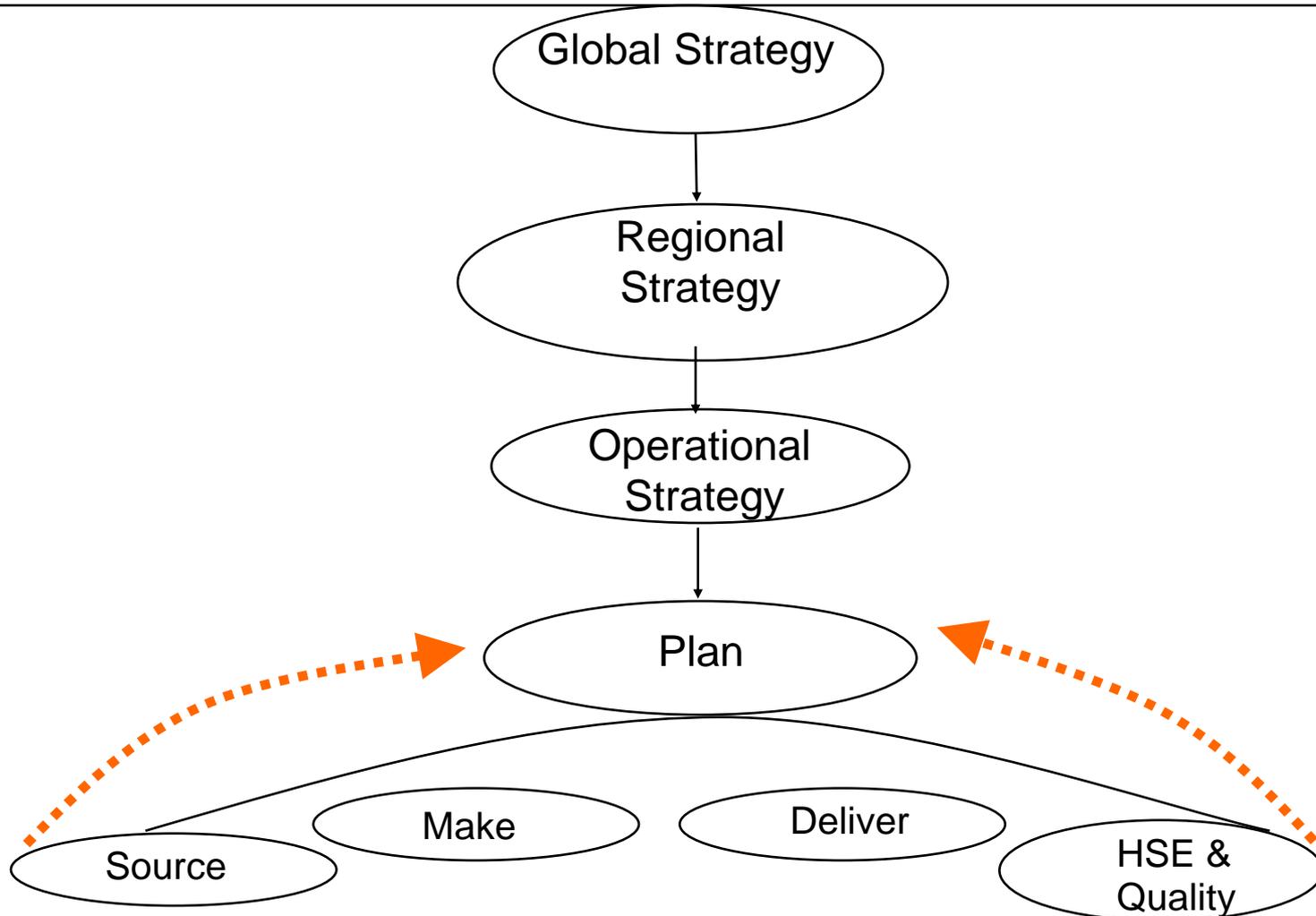
# COMPANY EXAMPLE

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- In business since 1929
- Part of multi-national specialty chemical company with 30 decentralized companies throughout the world reporting to European HQ
- Now 7 regional companies with 3-6 entities.
- Strategy design was aligned with all global functions, guidelines and norms.



# OPERATIONAL FRAMEWORK





# Keys to Success

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- Understand the Business Drivers
- Strategic Alignment
- Lots of communication
- Clear Objectives
- Regular management meetings and/or calls (WebEx)
- Manage the Trade Offs
- Identify Personnel to Drive Strategy
- A results-oriented approach
- Feedback and Support
- Manage upstream – Get Support and reinforce!!!!