

**Company:** Learning Dimensions Network, Fitzroy, VIC, Australia

**Company Description:** LDN are Australia's only provider of qualifications in creating Safety Leadership Cultures and one of the largest corporate Registered Training Organisations specialising in leadership and safety. Melissa rejects the one-size-fits-all approach and her team meticulously crafts training programs that ensure they address specific needs and achieve outstanding outcomes.

**Nomination Category:** Company / Organization Categories

**Nomination Sub Category:** Health, Safety & Environment Program of the Year - in Asia, Australia and New Zealand

**Nomination Title:** Safety Without Borders: Webuild & LDN's Culturally Adapted Safety Program in Australia

1. Which will you submit for your nomination in this category, a video of up to five (5) minutes in length about the achievements of the nominated organization since 1 January 2023, OR written answers to the questions for this category? (Choose one):

Written answers to the questions

2. If you are submitting a video of up to five (5) minutes in length, provide the URL of the nominated video here, OR attach it to your entry via the "Add Attachments, Videos, or Links to This Entry" link above, through which you may also upload a copy of your video.

3. If you are providing written answers for your submission, you must provide an answer to this first question: Briefly describe the nominated organization: its history and past performance (up to 200 words):

**Total 197 words used.**

Learning Dimensions Network (LDN), an Australian corporate training organisation, partnered with global construction giant Webuild to transform safety on major projects including Melbourne's 5-year North East Link, a joint venture with CPB. Webuild's existing "Safety Builders" program, despite its global acclaim, faced a crucial challenge: how to resonate on the ground in Australia.

LDN was tasked with bridging this gap, going beyond mere translation to create a program that truly connected with frontline leaders. The project's core purpose was to empower supervisors, the linchpins of safety culture, equipping them to navigate the unique pressures of a construction environment marked by a diverse workforce, an influx of inexperienced short-service employees, and the complexities of integrating safety models following Webuild's acquisition of Clough.

This sector has experienced a 36% increase in workplace accidents, so it wasn't just about policies and procedures; it was about developing a culture where every worker felt safe, valued, and empowered to speak up. The Safety Builders for Frontline Leaders program, was a complex undertaking, incorporating accreditation and aligning with project-specific needs.

Delivered to 521 Australian Senior and Frontline Leaders, it aimed to achieve a fundamental shift in how safety was perceived and practised on-site.

4. If you are providing written answers for your submission, you must provide an answer to this second question: Outline the organization's achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words):

**Total 247 words used.**

Since the beginning of 2023, LDN and Webuild have achieved significant milestones in transforming safety culture within major Australian infrastructure projects, including:

- The Safety Builders for Frontline Leaders program has been successfully rolled out across multiple Webuild projects in Australia, demonstrating its scalability and adaptability. This includes significant progress on the North East Link project, where the program has become a cornerstone of safety training.
- LDN effectively integrated safety training models following Webuild's acquisition of Clough in 2023. This complex undertaking ensured consistency and alignment in safety practices across the expanded organisation.
- LDN and Webuild prioritised the development of frontline leaders, recognising their crucial role in fostering a proactive safety culture. In 2023, 233 frontline leaders and contractors completed the program on the North East Link project alone.
- The Safety Builders program has garnered exceptional feedback from participants. Of the 521 Australian Senior and Frontline Leaders who attended Safety Builders across two major projects, 97% said Safety Builders met or exceeded their expectations or would recommend it to others.
- Despite the complexities of major infrastructure projects, LDN and Webuild maintained consistent program delivery. In 2023, 19 programs were delivered, followed by 14 in 2024, demonstrating a sustained commitment to safety training.
- The program's accreditation and alignment with national qualifications provided a valuable upskilling opportunity for participants, contributing to a more competent and safety-conscious workforce.

These achievements, particularly the high level of participant satisfaction, demonstrate a strong commitment to enhancing safety culture through targeted training and development initiatives.

5. If you are providing written answers for your submission, you must provide an answer to this third question: Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words):

**Total 250 words used.**

The achievements stand out due to their direct impact on safety culture and measurable outcomes, including:

#### **Adaptation:**

Australians are renowned for straightforward communication and being direct means you can't "beat around the bush," whereas in other cultures, authority figures shouldn't be questioned. Australians encourage active participation from everyone. Unlike standard programs, this initiative addressed the unique challenge of cultural adaptation, translating a global program to the direct communication style and active participation expected.

#### **Compliance:**

Key legislative requirements in Australia mandate consideration of both physical and psychosocial hazards therefore it was crucial to include elements around change management, emotional demand, role ambiguity, bullying, harassment, and conflict. The program also covered the difference between coaching, mentoring, and delegating.

#### **Industry Improvement:**

Significantly, the program tackled the issue of short-service employees, a result of labour shortages in the construction industry, where brand-new people on construction sites lack the understanding of safe behaviour and what to look for. Equipping frontline leaders to provide essential mentorship and the inclusion of contractors, demonstrates a commitment to industry-wide safety improvement.

Most frontline workers are appointed because they are good 'on their tools', not necessarily because they have leadership or people safety skills. The programs' focus on frontline leadership, often overlooked in favour of senior management, is a key differentiator.

The program's impact, clearly demonstrated by the 97% participant satisfaction rate, indicates a profound shift in safety perception and practice. This success, showcases the program's unique significance and ability to serve as a model for international safety initiatives.

6. You have the option to answer this final question: Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words):

**Total 178 words used.**

LDN are leaders in education and personal transformation, setting the new standard for workplace safety training.

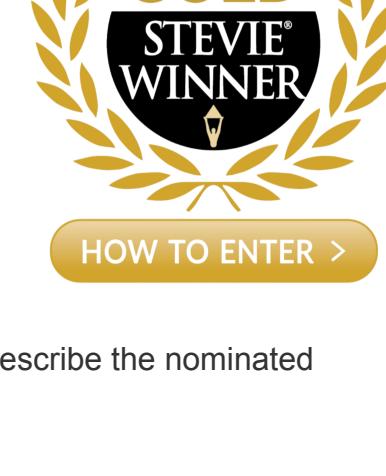
As they continue to dominate the corporate workplace learning market in Australia, their long-term goal is to expand their reach to become a recognised leader in workplace training solutions internationally.

Webuild is a leading global player in the construction of large, complex projects for sustainable mobility (rail, metro, bridges, roads, ports), hydropower (dams, power plants), water (treatment and desalination plants, wastewater management, irrigation dams) and green buildings (civil and industrial buildings, airports, stadiums, hospitals). Webuild, the expression of about 120 years of engineering experience, applied in five continents, thanks to the talent of more than 91,000 people of over 120 nationalities, leads the Italian market, competing globally with the sector's main players, while also supporting its clients in achieving their sustainable development goals - SDGs. Since 2021, it has been a member of the MIB ESG, the index of Italian companies with the best ESG practices. The attached support documents demonstrate the impact of the program Webuild and LDN has delivered.

#### **Attachments/Videos/Links:**

[Safety Without Borders: Webuild & LDN's Culturally Adapted Safety Program in Australia](#)

[REDACTED FOR PUBLICITY]



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