

Case Study

Oil & Gas operator | Mexico & Colombia | Oil & Gas / Energy

From dispersed operations to consistent safety leadership

Embedding consistent safety leadership and daily rituals to strengthen performance across dispersed operations



An independent oil & gas operator in mature offshore and onshore assets, set out to strengthen safety performance across its operations in Mexico and Colombia.

The challenge

Operations were spread across multiple sites, with teams working in different operational contexts and levels of safety maturity. This dispersion created variability in how safety practices and leadership behaviours were applied across sites, resulting in inconsistencies in risk awareness and engagement that needed to be addressed to reduce TRIR and protect people.

The approach

dss⁺ delivered an Area of Transformation (AoT) programme to strengthen leadership capability, reinforce safe behaviours and embed consistent safety practices across operations.

Site visits and diagnostic assessments established a factual baseline, and a structured leadership kick-off aligned managers and supervisors behind a common safety agenda.

Capability was built through targeted training and field coaching, with change sustained through 13 internal coaches, safety rituals anchored into daily operations, and dss⁺360 monitoring of coaching quality and adoption.

Impact on the ground

Lower TRIR
at an operating subsidiary

Sustained MSV
Disciplined Managerial
Safety Visits after the
programme

Embedded culture,
sharper risk awareness
and **consistent**
safety rituals

The inflection point

"The real test wasn't the first quarter after launch. It was months later, when the rituals were still there – not because we were watching, but because the teams had made them their own."

Claudia Alvarado
Senior Consultant,
dss⁺



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Your dss⁺ expert

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