**Milspec Proficiency Solutions Pty Ltd**

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**Home About What We Do Contacts**



**Our Mission**

To drive improvement in client operational safety and productivity performance by developing and implementing simple, practical and cost effective proficiency training solutions.

**Our Difference**

Our difference is our innovative outcome based approach to improving productivity through team proficiency development. Our approach is built on significant resources industry experience combined with the best of the military's collective (team) capability development system. We know that achieving your operation's targets requires proficient operational teams and the systems to sustain this proficiency

***"Building Productivity through Team Proficiency"***

*When know that when the resources industry moves from training for compliance to training for proficiency there will be significant safety, cost and productivity improvement.*

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ACN: 603 715 859

**About Page**

***The Milspec PS* Values are:**

* **Safety -** There is no compromise. We believe that individual and team proficiency are fundamental requirements for an operation to be safe and productive.
* **Integrity** - We do what we say we will do and are always open and honest with clients.
* **Engagement** - We engage closely with client operational, functional and training teams to develop solutions that are owned by the teams.
* **Simplicity -** We know that a significant part of any true innovation is making the complex simple. Simplicity is fundamental to a system's effectiveness.
* **Learning -** We review and refine our processes to learn and improve at every opportunity.

**We achieve results by:**

* Focusing 100% on the client's safe production goal.
* Addressing the full scope of organisational needs required to achieve proficiency.
* Building strong partnerships with clients and those with complementary skills.
* Ensuring solutions achieve the imperatives of being simple, practical, and cost effective.
* Continually learning and improving.

**The Team**

Andrew Clegg

Director

* **Andrew Clegg -** A highly experienced resources industry Training, Safety and HR Professional with an operational focus. Roles have included site based Training Coordinator roles through to Training, Safety and HR roles at senior levels in owner and contractor organisations in mining and construction. This experience has been nationally and internationally. In addition to site and business unit training management Andrew is experienced at developing and managing employee ramp-ups, graduate programs, staff development and mining statutory skills development. His qualifications include:
  + Qld SSE Certificate of Competence BOE-SSE/09/201
  + TAE40110 Certificate IV in Training and Assessment
  + Mine 7033 (Establish and Maintain Risk Management Systems)
  + RIIOHS601A (Establish and Maintain OHS Management Systems)
  + AICD: Risk Analysis, Investigation and Oversight
  + Masters in Business Administration (HR)
  + Grad Dip in Asian Studies (Indonesian Language)
  + Bachelor of Science
* ***Milspec PS* Partners and Associates.** We will source Associate Consultants and Partner organisations from our strong industry network to meet specific client needs based on their expertise.

(Qualifications as a “read more” section) (Need the capacity to upload other consultant profiles)



**What We Do**

Each ***Milspec PS*** Project will commence with a project plan developed with key internal stakeholders to define the operational outcomes you as the client require. A customised approach will then be built on one of more of the broad capabilities listed below. All processes are built on the ***Milspec PS*** simple, practical and cost effective solution imperatives.

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| --- | --- | --- |
| **Capability** | **Your Business Challenge** | **The *MPS* *Simple, Simple, Practical and Cost effective* in outline:** |
| **Team Proficiency Development** | * Competent individuals don’t deliver on targets as a crew. * Performance varies significantly between crews and supervisors. * Teams are trained in work instructions and procedures but breaches are regular and real understanding is low. * Improvements have impact but don’t sustain over time. | The Milspec PS Field Learning Excellence (FLEX) Program acknowledges that for a team to be proficient and so perform, significantly more than highly competent individuals is required. FLEX isn’t a one off fix. It becomes a way of operating.  FLEX involves defining roles, routines and standards and then focusing on field evaluation of these using our online tool. We then help develop and deliver short, sharp proficiency refreshers and enable the team to self coach. The evaluation is repeated refocusing continually on new opportunities. |
| **Training System Support** | * Skills deficiencies and training compliance shortcoming regularly interfere with your operation. * A formal audit or industry regulator has identified your training system as deficient. * As an operational manager you need training specialist support not available internally. * Your training needs are developing and the internal system can’t keep up. | *Training System Support* may include:     * A training needs analysis for part or all of an organisation or for new processes or equipment. * Training strategies and plans to address systemic skilling issues * Training plans for ramp-ups or organisational change * Responses to training system audits. * Statutory skill development program development * Material Development for skills outside the normal AQF competencies. |
| **The Field Leadership Program** | * New leaders promoted from the shop floor need basic team leader skills. * You need leaders to deliver performance reviews and they lack skills and confidence. * Existing supervision has the technical skills but lack the leadership and team management skills to be effective. * Traditional, theoretical leadership programs have not made an impact. * Line managers are asking you for *"practical leadership training that works"* | ***The Field Leadership Program*** has a unique practical approach. Modules include:   * Team Leader Fundamentals * Planning Work * Assigning Work * Giving Work Feedback * The Performance Review * Having Team Meetings * Negotiating Work Outcomes * Having Safety Conversations   This practical, hands on program the gives participants process guides they take back to the workplace to ensure the skills continue to be applied. The initial two day module will be built based on the modules assessed as most relevant to your workplace. Supplementary one day sessions can then be delivered to build to the full skill set and follow up on the initial skill building. |

**Contacts Page**

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| Name | (Form) |
| Email |  |
| Subject |  |
| Your Business Challenge |  |

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