

Achieving Positive Lasting Change



People Safety Business



PSB Solutions



At PSB Solutions we are a unique team of specialists in the area of industrial and organisational psychology. It is with the application of psychology to the workplace that we can provide assistance in achieving positive outcomes in people, safety and business improvement.

We are proud to offer our clients customised solutions unique to their needs and particular circumstances. Depending on budget, we can offer high quality services and products or customise client-branded solutions to meet your needs. We pride ourselves on listening to the client's needs and delivering above and beyond service, whether that be in training, coaching, assessment or strategy.

Please read through our list of services and feel free to contact one of our team members for more information.

Marisa Mills

PSB Solutions Director

Our Objective and Values

Our key objective is to assist our clients in developing the skills and knowledge required to achieve sustainable positive outcomes in all aspects of their business.

Our values encompass:

- o Providing quality and best practice solutions to current organisational issues. Our aim is to go above and beyond what is expected. Given the advanced knowledge and skills of our team in the area of organisational psychology, we compliment ourselves in identifying optimal, measurable and cost-effective solutions for our clients.
- o Understanding that the people who comprise our client organisations are vital in achieving continuous safety and performance improvement, and are consequently a critical component of any improvement strategy.
- o Partnering with our clients to deliver exceptional solutions.

People



Overview

Psychology applied to people, safety and business in the workplace

Founded in 2004, PSB Solutions have extensive experience with the resources sector, servicing mining, oil and gas and construction.

Our philosophy is focused on providing a solution that addresses key factors that facilitate successful outcomes.



Individual Knowledge, Skills, Abilities & Motivation
Team Culture & Systems
Organisational Culture & Systems
External Organisational Factors



Safety



Business

People



The people you employ have a significant impact on your organisation – both positive and negative. Employees influence the organisation's brand, production and profitability. Your organisation's success depends upon your employees' performance. Healthy, engaged and motivated employees are the key to successful organisations. Our people solutions are aimed at enhancing personal effectiveness and interpersonal relationships at work to improve organisational performance. We offer a complete range of solutions in the following areas:

- Psychometric Testing
- Stress Management
- Fatigue Management
- Communication Skills Development
- Leadership Development

Safety

PSB Solutions is committed to providing expert safety solutions and advice aimed at improving the safety performance of our clients' organisations. With our background in organisational psychology, we understand the human factors that impact upon workplace safety performance. Our areas of expertise include the following:

- Safety Climate Assessment
- Safety Culture Diagnosis and Improvement
- Safety Leadership Development (Executive to Front-Line)
- Safety Personnel Development
- Behaviour Based Safety
- Psychosocial Risk Management



Business



Success in business is built on multiple factors, many of which require the attraction, development, retention and management of talented and engaged human resources. At PSB Solutions we understand the importance of human resources for your long-term business success, and we have a range of tools to help you develop your human resource management systems.

Our business solutions are aimed at improving the efficiency of our clients' businesses and their people to maximise success through the development of key human resource management systems and processes. We achieve this through the provision of the following business solutions:

- Retention and Attraction
- Organisational Climate Assessments
- Job Design and Analysis
- Performance Management
- Policy Development
- Alignment Sessions

Solutions

At PSB Solutions we pride ourselves on offering services and solutions that take into account the client's unique needs and budget.

We offer fully customised client-branded solutions. Alternatively, the more budget conscious organisation can draw upon our existing suite of high quality products and services.

We utilise a variety of methodologies dependent upon the solution required. These include:

- Consultation
- Training (In-House and Public)
- Facilitation
- Coaching
- Product Design and Development
- Assessment (Organisational and Individual)
- Strategic Improvement
- System and Policy Review



