

Enhancing EH&S Systems

Client Centered

TLI Solutions helps its clients improve the effectiveness and efficiency of their Environmental Health & Safety (EH&S) activities, procedures, and systems.

Senior management faces a difficult and often conflicting set of choices regarding how to organize the EH&S activity to meet the company's EH&S obligations and its business needs:

- How can we combine the responsiveness of decentralization with the economies of centralization?
- How do we meet the broad, diverse EH&S needs of the line organizations while investing in the specialized expertise necessary to comply with complex regulations?
- How do we build responsibility and accountability for EH&S performance throughout the company, especially where the EH&S department exercises little or no leverage?
- How can we best enable the line organizations to fully meet their EH&S obligations without sacrificing their business performance?
- How can we shift from a reactive, tactical orientation to a more strategic role that contributes measurable business value to the company as a whole.

Aligning the EH&S Organization with Business Needs

TLI Solutions has improved the effectiveness of the EH&S function for numerous large enterprises. We bring a unique collection of experience, best practices, benchmarks, and techniques to help you establish a productive, cost-effective and value-added EH&S capability. Our expertise includes the following:

- Organizational analysis and design
- Workflow analysis and design
- EH&S human resource program development
- Shared services design and implementation
- Design and implementation of realignment and restructuring efforts
- EH&S training
- *Insource vs. outsource* decision analysis and planning

Transforming the EH&S Organization

TLI Solutions established an innovative EH&S management structure for a chemicals producer, consisting of Centers of Excellence, a cross-divisional senior management team, and a corporate EH&S support group. This was matrixed with EH&S staff within the line organizations to improve customer responsiveness, manage risks, reduce cost, increase accountability, improve management of emergency issues, and provide career development for EH&S staff.

Shifting to a Customer-Centered EH&S Service Organization

TLI Solutions worked with the new vice president of Environmental Affairs to transition the isolated, fully centralized, and under performing environmental group of a hierarchical utility into a customer-driven environmental services organization. Key environmental responsibilities were shifted to the line organizations to improve compliance, complemented by increased facility support and the development of EH&S expertise company-wide. We instituted new training, staff rotation, and human resource management programs that have improved communication, the coordination of environmental issues, and embedded accountability throughout the organization.

