

C-me helps M+W Group increase safety on site



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Jim Walker - UK Environment Health and Safety Manager, M+W Group

About M+W Group

M+W Group is a global leader in the design, engineering and construction of high tech facilities and complex projects. They offer a full scope of services in several different markets. In existence for over a century, today the company operates in over 30 countries worldwide with over 6,000 technical professionals.

The Challenge

The construction industry is one of the most hazardous in the United Kingdom. Whilst there has been a significant reduction in the number and rate of injuries over the last 20 years, fatalities, injuries, or illness caused by construction work persist today. This makes health and safety a major challenge for anyone working in the construction sector.

M+W Group constantly puts the wellbeing of its people at the top of their priorities – committing to an injury-free workplace where everybody goes home safe at the end of the day. In 2016, in the UK alone, M+W Group had 1200 people working across 9 sites, making ‘keeping people safe’ a sizeable task. With any incident, whilst the focus and priority is clearly the people and their wellbeing,

the financial implications of an incident are a big challenge. The costs that can be incurred when an incident takes place can nowadays reach into the millions of pounds (GBP).

M+W Group started its latest safety programme, entitled ‘Look-See-Act’ (LSA), 5 years ago. And although a highly successful programme - with the information proving invaluable in helping the injury rates decline since its inception, it was soon realised that a further tool was needed to help people put their learning into practice. The challenge was to develop an approach that assisted people in taking responsibility, assuming leadership and learning to communicate effectively in a safety setting.

The Solution

When M+W Group first came across C-me Colour Profiling (C-me), the company recognised it could have a powerful impact on its safety workshops. C-me is a tool that measures behaviours, giving people unique insight into how they, as individuals, as well as others, like to communicate.



With a special profile geared specifically towards safety, including sections that speak to an individual's strengths and development areas in safety leadership, C-me aims to help each individual understand themselves better, help them improve their understanding of others as well as develop better, more effective relationships.



M+W Group has found C-me accurate, easy to use and easy to understand. It has helped bring safety to life and given people a common language to talk about behaviour and communication styles.

“We have received very positive feedback from our people about C-me. They enjoy doing something different and it has helped improve communication on site.” Jim Walker



M+W Group started to actively use C-me in March 2016, incorporating it into its LSA safety workshops and encouraging its people to continue to use it on site. They look at how each person has a unique communication style, how to get the best from people on site and how to better work together as a team to stay safe and avoid injuries.

Jim Walker, UK Environment Health and Safety Manager at M+W Group - UK, says, *“We are constantly looking for new ways to improve safety on our sites. We know our injury rate has dropped considerably since we started LSA; C-me is helping us lower the number of incidents even further.”*

Jim Walker comments, *“We have received very positive feedback from our people about C-me Colour Profiling. They enjoy doing something different and it has helped to improve communication on site. Some of our people have done an LSA workshop 2 or 3 times, and a number of them have said this is the best one they have done.”*

Jim adds, *“The C-me team have been really good to work with; to have someone objective provide input and communicate to our people has really helped get the message across and bring in a new dynamic. We enjoy working with*

