

progre^{dii}

HUMAN CENTERED CHANGE

**We change
cultures,
behaviors &
results.**

What We Do

TWO PRACTICES. ONE METHODOLOGY

HUMAN CENTERED

Behavior-Based Safety

We design, build, and deliver human centred and cultural change programs that help organizations prevent harm & loss, improve performance and protect brand & reputation.

HUMAN CENTERED

Cultural Change & Leadership

Our human centred leadership and cultural change programs help organizations align their strategic objectives with the organizational culture.

HUMAN CENTERED DESIGN PROCESS

01

DISCOVERY

One-on-one research interviews that reveal what people actually believe, value, fear, and experience — where we earn trust and find the real barriers to change.

02

ENGAGEMENT

We engage and empower all employees — from C-suite to front-line — building genuine ownership so change is driven from within, not imposed from above.

03

ALIGNMENT

Leadership workshops that surface underlying issues, create honest dialogue, and build genuine alignment around shared behaviors and goals.

04

CAPABILITY BUILDING

Experiential learning, filmed playback, and real-time coaching that build self awareness and the leadership skills needed to drive culture forward.

05

ACTION PLANNING

Co-created change plans with agreed initiatives and clear owners — built from the ground up, with every level invested and committed.

06

HARD-WIRING

Behaviors embedded into HR systems — recruitment, performance, recognition — so new ways of working become permanently part of how the organization operates.

Three Core Service Areas

01

CORE SERVICE

Cultural Change

We partner with organizations to shift culture from the inside out — building the conditions where people genuinely want to change, not just comply.

- **Cultural Diagnostic**
One-on-one research interviews to surface real barriers and build trust.
- **Leadership Alignment**
Immersive workshops that create urgency, honest dialogue, and shared behaviors.
- **Action Planning**
Co-created change plans hard-wired into HR processes.
- **Report & Recommendations**
Clear findings, prioritised action roadmap, and agreed success criteria.
- **Communication Strategy**
Built on Kotter principles — clear, visual, two-way across all levels.
- **Online Resource Suite**
Videos, models, and frameworks for ongoing capability building.

02

IMMERSIVE LEARNING

Workshops & Off Site Experiences

We design and deliver immersive leadership experiences outside the office — where people think differently, connect deeply, and commit to real change.

- **Custom Experience Design**
Tailored to your leadership challenge, your team, and your context.
- **Role Play**
Professional actors acting out scripted scenes that mirror the organizations culture, behaviors and challenges
- **Immersive Facilitation**
Skilled facilitation that seamlessly combines drama and facilitation to create emotional engagement and to help leaders unpack and explore complex issues in a safe environment
- **Coherent Action Plans**
Leaders with concrete personal and team action plans that will deliver success

03

EXPERIENTIAL LEARNING

Leadership Coaching

One-on-one leadership coaching that uses experiential learning to give leaders at all levels the skills and confidence to influence change in behaviors.

- **Increase Awareness**
Our experiential learning increases awareness and gives leaders the opportunity to practice new skills.
- **Habits of Life Long Learners**
We encourage leaders to step outside their comfort and take risks from a learning perspective.
- **Practice New Skills**
We give leaders the opportunity to practice new skills in a safe and supportive environment.
- **Personal Action Plan**
Leaders develop a personal action plans and we deliver ongoing coaching depending on the learner's needs.

Leadership Coaching

— EXPERIENTIAL LEARNING

Coaching that creates real change — fast.

THE APPROACH

Experiential Learning

We create the conditions for leaders to practice real scenarios with real-time feedback. High-impact results delivered fast. Builds genuine self awareness — not just knowledge of theory.

THE RESULT

Genuine Self-Awareness

Leaders practice new skills, not just learn about them. Tailored to each leader's role, context, and goals — creating stronger communication and leadership that lasts.

— HOW IT WORKS — THREE STAGES

01

PRE-COACHING MEETING

We meet with each client to understand their needs, goals, and leadership challenges. Nothing is generic or off the shelf.

02

COACHING SESSION

Experiential sessions build genuine self awareness. Leaders practice real scenarios with real-time feedback — creating lasting behaviour change.

03

PERSONAL ACTION PLANNING

Every engagement closes with a personal action plan — commitments that reinforce new behaviors and a roadmap for continued development.

— COACHING TOPICS

Communication Skills

Active Listening

Personal Leadership Style

Communicating Clear Expectations

Reinforcement & Feedback

Coaching Conversations

Transactional Analysis

Communicating Vision

Difficult Conversations

— WHO IT'S FOR — LEADERS AT EVERY LEVEL

- Senior executives and C-suite leaders
- Mid-level and emerging leaders
- Leaders navigating high-stakes change or turnarounds
- Teams who need to align their leadership approach

Whether part of a broader cultural change program or a standalone engagement, coaching accelerates the shift from knowing what good leadership looks like to actually practicing it.

Ready to change your culture?

Talk to us about your organization and your challenge.

Leadership Events

HUMAN CENTRED LEADERSHIP EVENTS

Powerful events that move leaders.

Our drama-based, human-centred leadership events get beneath the surface of behaviour, culture, and performance. Leaders don't just talk about complex people issues — they experience them, feel them, and confront them in a way that drives real change.

THE EXPERIENCE

Immersive & Emotionally Engaging

Using drama-based scenarios, we create powerful moments of truth that hold up a mirror to leadership behavior, challenge assumptions, and make invisible team dynamics impossible to ignore.

WHAT WE DELIVER

Custom. Facilitated. Committed.

Every event is designed from scratch — custom scenarios, skilled facilitation, individual and team coaching woven through. Participants leave with concrete personal and team commitments.

HUMAN CENTRED DESIGN & BUILD PROCESS

01

Discovery

— One-on-one research interviews to surface real barriers, dynamics, and the behaviors that need to change

02

Customize

— Review workshop objectives and deliverables with client · Map out the emotional journey · Agree scenarios

03

Write Scenes

— Professionally written drama scenarios grounded in your specific context and reviewed with client input

04

Rehearse Actors

— Audition and cast professional actors · Full rehearsal with facilitators · Costume and staging agreed

05

Deliver

— Final rehearsal on the day · Scenes introduced and adjusted · Facilitated debrief and action commitments

Design an event that actually moves people.

Tell us about your leadership team and the challenge you're facing.

Programs

PROGRAM OPTIONS

Pilot Workshop	Leadership Alignment	Total Transformation
<ul style="list-style-type: none">— Cultural Diagnostic— Research Interviews— Design Workshop— Leadership Workshop— Action Planning	<ul style="list-style-type: none">— Cultural Diagnostic— Research Interviews— Design Workshop— Leadership Coaching— Leadership Workshop— Action Planning	<ul style="list-style-type: none">— Cultural Diagnostic— Research Interviews— Design Workshop— Leadership Coaching— Leadership Workshop— Action Planning— Front-line Workforce Workshops— Online Resources— Ongoing Coaching— Quarterly Workshops— Communications Campaign— Hard-wire Behaviors into HR. Systems

INDUSTRIES WE WORK WITH

 Oil & Gas	 Energy	 Rail	 Infrastructure	 Mining	 Fortune 500
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Proven Results

EXXONMOBIL

\$60M turnaround - Refinery

The most successful turnaround in ExxonMobil history. We created a human centered contract alignment cultural change and leadership coaching program.

WOODSIDE ENERGY

4 Major Turnarounds (1 year)

Zero recordable incidents in 300,000 hours. 13kT additional production. We delivered a 12 month contractor alignment program that shaped culture and improved capability.

APA GROUP

Safety Cultural Transformation

Became the highest performing part of the business in years. Safety, quality and productivity all improved out of sight.

ALSTOM

Cultural Change Construction Business

Worked on the people team to design a human centered cultural change program. We created a 2 day leadership workshop using immersive & experiential learning that we rolled out globally over 2 years.

ORGANIZATIONS WE HAVE WORKED WITH

ExxonMobil

Woodside Energy

Shell

BP

Suncor Energy

APA Group

Macquarie Bank

ABN AMRO

Turner Construction

Alstom

CPB Contractors

Sydney Metro

About Kevin

General Manager · Progre^{dii}



25 years driving change in the world's most complex organizations

Kevin Berry combines his unique skills behavioural science, change management, immersive, & experiential learning to create lasting shifts in mindset, behaviour, and culture. His clients are Fortune 500, Oil & Gas, Major Infrastructure, Energy, Mining & Rail Organizations.

KEY ACHIEVEMENTS

- **ExxonMobil** — \$60M turnaround — most successful global shutdown for safety, budget & quality
- **Woodside Energy** — Zero recordable incidents in 300,000 hours. 13kT additional production
- **APA Group** — Highest-performing division in the business — two consecutive years
- **Alstom** — Global safety leadership program — reduced incidents across two years

25+

Years

F500

Clients

3

Continents

SPEAKING TOPICS

- Culture change in high-risk and high-performance environments
- Behavior-based safety leadership
- Human Centered Design for organizational change
- Leadership communication and influence
- Aligning culture and teams with your AI strategy

MEDIA

No Drama Safety Newsletter

Curious exploration of how we can improve the way we prevent harm, improve performance and protect brand and reputation. Practical insights on safety leadership and culture.

No Small Talk Podcast

An irreverent, playful and real conversations on Future of Work, leadership, culture, and the human condition.

Writer

Coach

Facilitator

Speaker

Kevin Berry

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Ready to change your culture?

Talk to us about your organization and your challenge.

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