



OPDEV

CONSULTANCY & BEHAVIOURAL AUDITS

Advice built on evidence

HR, OD and management consultancy, and behavioural assessments, for organisations in the UAE, Middle East, Singapore, UK, USA and Pakistan. We diagnose first, then act.

OPI

Process and
Performance

HPI

People and Leadership

HSE

Health, Safety and
Environment

TTT

Learning and Capability

Consultancy services

Grouped by area. Every engagement starts with a discovery call with our team. Click any title to see the full service.

OPI Process and Performance

Change management

Plan change so people adopt it.

Customer experience improvement

Find where customers lose patience, and fix the processes behind it.

Organisational design

Structures and roles that match how work needs to get done.

Process redesign and operational efficiency

Redesign key processes to remove delays, rework and cost.

Culture & change advisory

Align everyday behaviour with your strategy.

Internal communications strategy

Make sure the right information reaches the right people at the right time.

Performance systems

Goals, feedback and reviews that people trust and use.

Strategy execution and OKR rollout

Turn strategy into clear goals, measures and routines that teams follow.

HPI People and Leadership

Anti-harassment policy and inquiry committee support

Policies, committees and training that meet your duties under the harassment law where you operate.

Engagement & wellbeing

Strategies that improve retention, energy and wellbeing.

HR policies and employee handbook

Clear, practical HR policies and an employee handbook that people can understand.

Talent and succession planning

Identify future leaders and prepare them for key roles.

Employer brand and employee value proposition

Define why people should join and stay, and communicate it consistently.

Executive and leadership coaching

One-to-one coaching for leaders facing new roles, growth or difficult decisions.

Leadership & team advisory

Support for leadership teams through growth, transition and pressure.

Team coaching and conflict resolution

Help teams resolve conflict, rebuild trust and work well together.

Consultancy services (continued)

HSE Health, Safety and Environment

Behaviour-based safety programme design

Set up a behaviour-based safety programme that teams own.

Environmental management and sustainability advisory

Reduce environmental impact and prepare for client and regulatory requirements.

Incident investigation support

Independent support to investigate serious incidents and learn from them.

Safety leadership development

Develop senior and site leaders who set the safety standard.

Contractor safety programme design

Build a contractor safety process from selection to close-out.

HSE culture advisory

Safety leadership and culture programmes that change behaviour on site.

Psychosocial risk and wellbeing programme

Manage stress, workload and wellbeing risks in line with ISO 45003.

Safety management system design

Design or strengthen a safety management system that works on the ground.

TTT Learning and Capability

Competency framework design

Define the skills and behaviours each role needs, and link them to hiring, appraisal and training.

Internal trainer academy

Build a team of in-house trainers who deliver to a consistent standard.

Learning evaluation framework

Measure what your training changes, and report it clearly.

School improvement advisory

Support schools to improve teaching quality and leadership.

E-learning and blended programme design

Design online and blended programmes that people complete and use.

L&D strategy & academies

Learning strategy and in-house academies that build the skills you need.

Onboarding programme design

An onboarding programme that helps new joiners settle in and become productive faster.

Training function design

Set up or strengthen your organisation's training function.

Across all areas: [Retainer support](#) · [Custom services](#)

Behavioural audits

OUR MAIN DIAGNOSTIC

The ONN Audit (Organisational Neural Network)

Maps how trust, influence and communication flow in your organisation. Most of our work starts here.

OPI Process and Performance

Change readiness assessment

Find out how ready people are for a change before you launch it.

Customer service behaviour audit

See how your staff treat customers in person, on the phone and online.

Meeting effectiveness audit

Measure the time spent in meetings and how much it achieves.

Process maturity assessment

Measure how well your key processes are defined, followed and improved.

Communication audit

See how information flows across your organisation and where it breaks down.

Decision-making and governance review

Find where decisions slow down and who really decides.

Organisational structure assessment

Check whether your structure supports your strategy and workload.

Strategy alignment assessment

Measure how well people understand and act on the strategy.

HPI People and Leadership

360-degree feedback assessment

Feedback from managers, peers and team members on how a leader works.

Engagement & wellbeing assessment

Spots early signs of disengagement and burnout.

Leadership assessment

Shows how your leaders lead and how aligned they are.

Psychological safety assessment

Measures how safe people feel to speak up, ask questions and challenge.

Workplace respect and harassment risk review

A confidential review of respect, inclusion and harassment risk in your workplace.

Culture assessment

Compares your stated values with how people behave day to day.

Exit interview and turnover analysis

Understand why people leave and what would make them stay.

Manager effectiveness assessment

Measure how well your managers lead, support and develop their teams.

Team effectiveness assessment

Finds what helps or blocks a team's performance.

Behavioural audits (continued)

HSE Health, Safety and Environment

Contractor safety assessment

Review how contractors are selected, inducted and supervised.

Ergonomics assessment

Assess workstations and tasks for strain and injury risk.

HSE management system gap assessment

Compare your HSE system with ISO 45001 and good practice.

Safety behaviour observation audit

Observe how work is done and where at-risk behaviour occurs.

Emergency preparedness review

Check that your people and plans are ready for an emergency.

Fatigue and workload risk assessment

Find where fatigue and long hours increase risk.

Psychosocial risk assessment

Assess stress, workload and wellbeing risks in line with ISO 45003.

Safety culture assessment

Shows how safety works on site, beyond the written procedures.

TTT Learning and Capability

Competency and skills audit

Map the skills your people have against the skills your organisation needs.

L&D maturity assessment

Measure how well your learning function is set up and delivers.

Teacher practice assessment

Observe teaching and identify development priorities.

Training impact evaluation

Measure what a programme changed in behaviour and results.

Digital learning readiness assessment

Check whether your organisation is ready for online learning.

Onboarding effectiveness review

Find how well new joiners settle in and become productive.

Trainer capability assessment

Assess your trainers' facilitation and design skills.

Training needs analysis

Shows where training will make the biggest difference before you spend on it.

Assessments take 1–4 weeks, and can be extended depending on their scope. Every assessment is confidential and ends with clear findings and priority actions.

How we work

Listen

Your goals and context.

Diagnose

Data, interviews and the ONN Audit.

Design

A plan agreed with your leaders.

Deliver and review

We deliver, measure and adjust.



CLARITY SCAN

Not sure where to start?

Take our short check for leaders and receive your score across five areas.

[Take the Clarity Scan →](#)

Talk to us

Send an enquiry or book a discovery call with our team.

[Book a discovery call](#)

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