



Hillmont Associates

People - Teams - Safety

THE PEOPLE EXPERTS

Health & Safety
Consultancy and
E-Colours Training

Hillmont Associates Ltd Company Brochure

nebosh
verified

Quality Assured
E-Colours Safety
Training

About Us

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Hillmont Associates helps organisations strengthen safety, meet their responsibilities and build teams that communicate and work well together. We provide practical health and safety consultancy, project management, environmental and quality support, alongside E-Colours training that explores how personality influences behaviour at work.

Consultancy:

Health and safety, project management, environmental, sustainability and quality support.

Training:

NEBOSH verified E-Colours Safety Training and specialist Human Safety Series

Practitioner Development:

Training people to bring E-Colours into their own organisations.



Why We're Different

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We're a people-focused
business offering tailored
solutions to meet our clients'
unique needs.

Our goal is for every employee
to return home safely to their
family, and for employers to be
proactively working for an
incident-free environment.

Our services complete the
spectrum of HSEQ and more,
as we're Certified
E-Colours Personality
Diversity Practitioners.



CERTIFIED E-COLOURS
PRACTITIONER

NEW

NEBOSH Verified

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Our E-Colours Safety Training has been independently reviewed and verified by NEBOSH, giving organisations confidence in the quality and impact of the training.

Delivered live online or in person, this practical one-day programme uses E-Colours to explore how personality influences the way people perceive risk, communicate, make decisions and respond to safety messages.

Every participant receives their own personalised E-Colours Premium Report, providing a practical tool they can continue to use long after the training has finished.

Following successful completion and assessment, participants receive a jointly badged certificate from Hillmont Associates and NEBOSH.

The programme may also contribute towards CPD, with IOSH members able to record relevant formal learning within Blueprint.



Our Founder

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Mark Wilkinson (FIoL/CMIOSH), Managing Director & Lead E-Colours Coach, leads Hillmont Associates Ltd.

Mark began his career as an HSE Manager at the London Olympic Stadium, later advancing to key roles at London Heathrow Airport and Berkeley Homes. With extensive experience overseeing billion-pound projects involving thousands of staff and contractors, Mark is deeply committed to health, safety, wellbeing, E-Colours, and people.

His guiding ethos for Hillmont Associates is to “solve & educate.” Driven by this philosophy, Mark has built a team of experienced, dedicated professionals who span the full breadth of the industry - all working together to not only meet but exceed our clients’ expectations.

Our Team

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We provide competent advice to make sure your business meets industry standards and is safe in the UK and overseas.



Nicolas Fekete

Senior QHSSE
Consultant & E-Colours
Practitioner



Nicola Bhattacharjee

Senior QHSE Consultant
& E-Colours Practitioner



Emma Wilkinson

Business Director &
E-Colours Practitioner



Ian Collins

E-Colours Coach



Lou Dutch

E-Colours Practitioner

How We Work

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Procedures

1

We include a comprehensive initial consultation to help you identify gaps and opportunities.

2

We produce a detailed report that includes a project plan with agreed goals, a cost analysis and schedule.

3

We deliver the agreed consultancy, training and practical support that help you achieve your aims quickly and smoothly.

Health & Safety and Project Management Services

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- Acting as your competent person for Health & Safety
- Conducting audits and site inspections
- Developing Health & Safety policies
- Delivering workplace and event risk assessments & method statements
- Providing project managers
- Fire risk assessments
- Accident investigation
- Health & Safety management reports
- CDM training and compliance

Hillmont Associates Ltd are trusted, highly qualified health and safety consultants, with over 15 years' global experience.

Our team's pride and passion shine through in every project. We offer tailored, practical solutions - cutting through complexity to meet your unique needs.

We take the time to truly understand your business, becoming part of your team to help you meet legal requirements, enhance safety performance, and build a culture where people come first.

Environmental & Sustainability Services

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Environmental Management

We help organisations build robust Environmental Management Systems (EMS) to identify, minimise, and control risks - supporting compliance, pollution prevention, and long-term sustainability. From ISO and EMAS support to COSHH, waste, and site plans, we offer practical solutions that protect your people, assets, and reputation.

Sustainability Management

We design tailored sustainability strategies underpinned by solid data and clear action plans. Whether you need help with reporting, science-based targets, stakeholder engagement, or BREEAM benchmarking, we guide you in reducing impact, driving value, and building a culture of continuous improvement.

Quality Services

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ISO Preparedness

- ISO 9001 helps organisations streamline culture, operations, and outcomes. We offer health checks and gap analysis reports to support new certifications or renewals - ensuring you're ready to meet ISO standards across any industry.

BREEAM Assessment

- Aiming for Outstanding? Let us help you reach your project goals. We can provide an Accredited Professional to support your BREEAM assessment.

SHEQ Compliance

- Documentation, if used properly, provides one path to manage risk. Ensure your legal register is up to date, your processes are collecting the right KPIs and that your team has the right skills and motivation to deliver.

Corporate Reporting Assurance

- Show robust reporting procedures and data to your stakeholders with our third-party assurance.

E-Colours Safety Training

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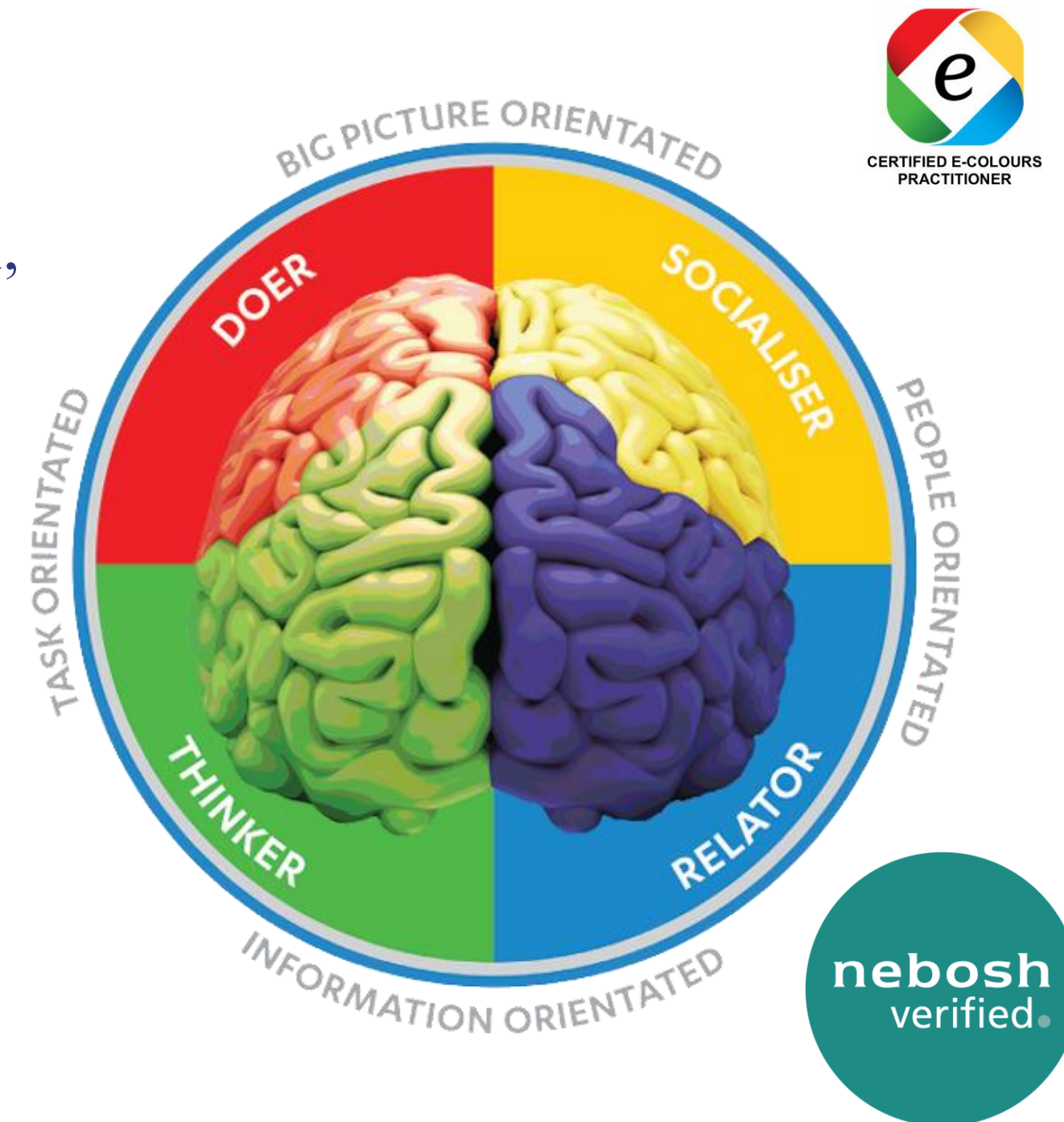
People - Teams - Safety

Whether your team are predominantly Red, Yellow, Blue or Green, E-Colours brings personality diversity into safety – helping people understand how their natural tendencies can influence communication, decision-making, risk and behaviour.

And our E-Colours Safety Training is now NEBOSH verified!

As certified E-Colours Practitioners, we help individuals understand what drives their behaviour, where they may default under pressure, and how greater self-awareness can help them make safer, more intentional choices.

Suitable for leaders, managers, supervisors and frontline teams across a wide range of industries.



How It Works

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1

Participants discover their E-Colours and receive their Premium Report.

2

Bring your team together for a dynamic, engaging and interactive group session.

3

During the session we share a Team Composition Report - highlighting your group's collective strengths and development opportunities. They'll also receive a 'Take It Out Of Your Pocketbook' and a Personal Intervention wristband.

nebosh
verified

Following successful completion and assessment, participants can now receive a jointly badged certificate from Hillmont Associates and NEBOSH.

The programme may also contribute towards CPD.

PDI PREMIUM REPORT

Congratulations, Mark Wilkinson CMIOSH FInstLM



Based on your responses to the Personality Diversity Indicator (PDI), your primary E-Color is **YELLOW**, and your secondary E-Color is **RED**. This means your personality style is that of the **Doing Socializer**.

We determined your style by how frequently you indicated a response to a question relating to a particular E-Color. The percentages of your E-Colors are displayed below in order of their strength, according to your responses on the PDI.



40.0% 25.7% 9.3% 25.0%

MY PDI RESULTS

Premium PDI Report
Mark Wilkinson CMIOSH FInstLM

5

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Human Safety Series

E-Colours is the foundation. Once your team has developed greater self and team awareness, explored their strengths and potential limiters, and learned how to use Personal Intervention, the journey doesn't stop there.

Our **Human Safety Series** builds on that foundation, looking into the behaviours and human factors that influence safety every day. These sessions dive deeper into applying self and team awareness to real-world safety scenarios, communication challenges, and decision-making under pressure.



Training Highlights

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CDM & Safety Training

Powered by E-Colours



Construction Design and Management (CDM) training ultimately aims to prevent accidents and ill-health by ensuring everyone knows their responsibilities and understands how to coordinate effectively. By integrating E-Colours into our CDM training, we help individuals recognise how their personality tendencies impact communication, decision-making, and collaboration - strengthening the way teams plan and manage safety.

Speak Up For Safety Training

Powered by E-Colours

Discover how different personality tendencies influence the way individuals approach speaking up for safety. By understanding these differences, you can create a more inclusive environment that empowers everyone to contribute, creates stronger engagement, and supports a proactive, team-driven safety culture.



Training Highlights

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How I Can Make An Error Training

Powered by E-Colours

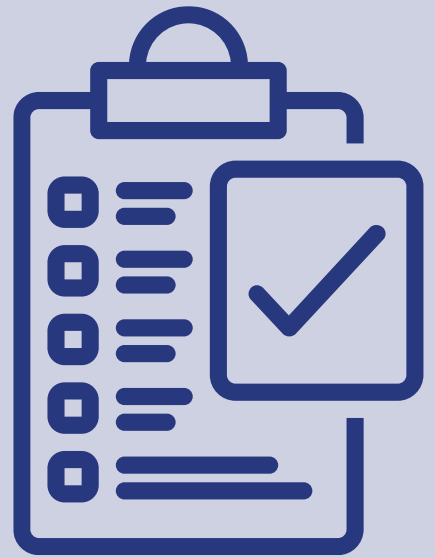
Explore the human factors and personality tendencies that influence how we make errors. By recognising these patterns, you can become more self-aware, spot potential pitfalls before they occur, and build habits that reduce the likelihood of mistakes. This training helps build a culture where learning from errors is valued, accountability is shared, and every team member actively contributes to safer outcomes.



Procedural Adherence Training

Powered by E-Colours

Learn how different personality tendencies impact the way individuals approach following procedures. By understanding these differences, you can strengthen procedural discipline, encourage constructive conversations around compliance, and build a culture where following the right steps becomes second nature. This training supports HSE professionals in driving consistency, reducing variability, and achieving safer, more reliable outcomes.





Who's Already Using E-Colours

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Practitioner Training

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Become A Certified E-Colours Practitioner

Join a worldwide group of E-Colours Practitioners and bring this powerful framework directly into your organisation.

As a licensed trainer, we equip you to lead change from within - empowering your team with an in-house E-Colours champion to drive safety, communication, and culture forward.

Don't miss the chance to make a real difference with E-Colours certification. Check out our website for pricing [here](#).



"HAL add real value in their positive approach to HSE culture and work on our Heathrow sites"

"Highly engaging all the time with all of our Operatives and have our respect"

"The training and site visits instilled a really good Health and Safety focused ethos on our sites"

WHAT THEY SAY

"A simple and engaging way to help you understand how you can get hurt. E-Colours teaches you self-awareness and so much more about yourself!"

Mark delivers this in an easy-to-understand way that empowers you to make safer decisions, understand your team, potential blind spots and how you can be mindful of your own actions."



SHARON SMITH
Head of Health & Safety



Heathrow
Making every journey better



www.hillmontassociates.com

"From my experience I believe E-Colours has the capability to improve safety on construction sites."

Could I or my workmates have acted differently on the day of my accident, having known our E-Colours? It is possible. It's an incredible tool and I look forward to seeing it implemented through UK organisations."



JASON ANKER
MBE
Health & Safety Speaker



PROUD2BSAFE



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"The approach to managing safety is refreshing and enthusiastic"

"Their ability to deliver key safety messages and directives to the work force in an engaging and impressive manner means we have endured long periods incident free"

"Very motivated to succeed and passionate about their area of work"

Personalities Remixed - Out Now!

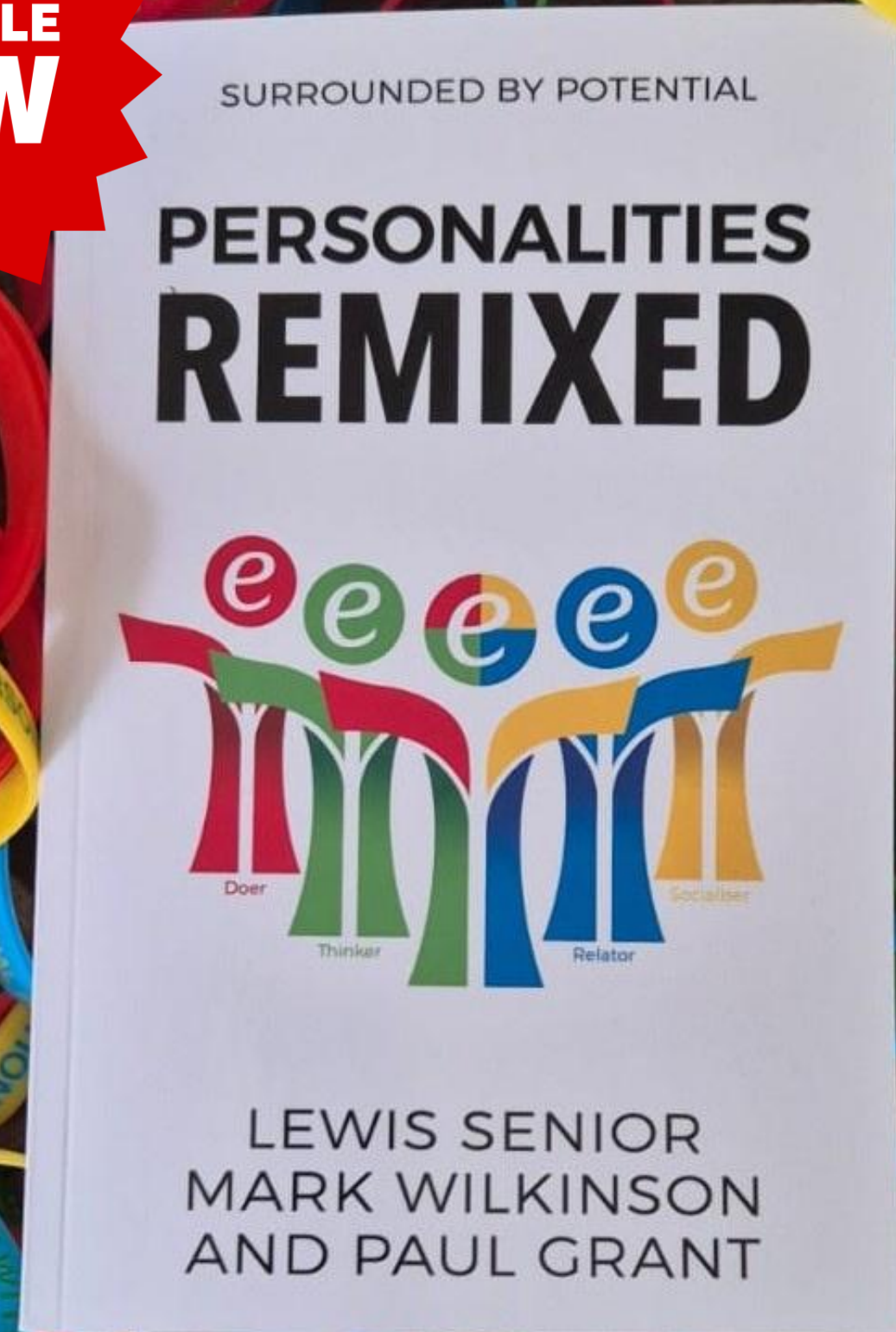
Discover a practical approach to E-Colours.

- Understand each personality style and its impact at work
- Learn Personal Intervention techniques
- Apply Psychological Safety for safer, supportive environments
- Improve team dynamics, reduce conflict, and boost engagement

Personalities Remixed gives leaders, managers, teams, and individuals the tools to connect, influence, and lead with confidence.

Find out more and get started today!

AVAILABLE
NOW



Order now at
amazon.com >

Contact & Connect With Us

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Let's talk about your team and your safety challenges.

Contact Mark or Emma to discuss consultancy support, arrange E-Colours Safety Training or explore practitioner certification.



**Mark Wilkinson, Managing Director
& Lead E-Colours Coach**

Yellow / Red - The Doing Socialiser

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**Emma Wilkinson, Business Director
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Green / Blue - The Relating Thinker

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