

Mitigate and Control

Risk and Safety Leadership Workshop

It is important that organisations have a broad understanding of how risk and safety cultures develop over time and the part that leaders play in helping that culture to mature.

What is Risk and Safety Leadership Workshop?

The purpose of this workshop is to provide senior and future business leaders with the knowledge and skills necessary to take the organisation towards an accident and incident free environment.

The workshop is a master-class that focuses on self-awareness aspects of individual's leadership and what leaders need to do, and demonstrate.

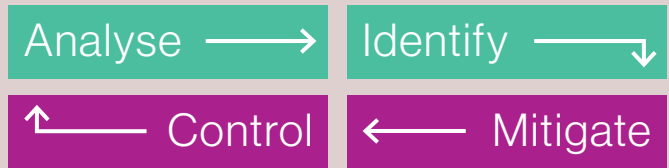
A key aspect of the workshop is helping leaders understand the importance of 'closing the loop' in the risk management cycle, to proactively apply findings back into the business for continual improvements. The overall objective is to remove inherent defects and hazards that cause risks within an organisation.

What are the benefits?

Undertaking a leadership workshop will improve understanding of risk and safety for the individuals attending but also for the organisation. The workshop will:

- Provide business leaders with necessary skills and tools on risk and safety leadership
- Encourage a cohesive approach to business leadership which is inclusive of safety and risk
- Provide opportunity for leaders to continually reflect on their leadership approach in respect of safety and risk

By improving the understanding of risk and safety across senior leaders, it becomes possible to embed a positive risk culture which can reduce insurance premiums and increase an organisation's sustainability.



Case study:

As an integral part of the succession planning process, a utilities organisation that provides a huge diversity of services, identified 18 future business leaders as talent to develop.

As part of the development plan, Willis Towers Watson was asked to create a tailored master-class which would complement the existing leadership programme. A series of single day courses was created, covering all aspects of business including, HR, finance, operations and quality.

The aim of the single day courses was to encourage participation, team leadership and question current thinking in relation to the role of a leader in risk and safety.

Using a workshop approach, Willis Towers Watson specialists asked the future leaders to:

- Challenge their understanding of risk and safety
- Consider what 'good' looks like for the organisation
- What changes can be made to achieve it
- Question the thinking of others in the role of risk and safety leadership

They were encouraged to present and deliver their message for their teams to the wider group and be receptive to challenge.

Feedback from the attendees and senior management was so positive that Willis Towers Watson has been tasked with a number of follow-up workshops and training initiatives.

What will Risk Leadership Workshop deliver?

The content of each session is set out with clear aims and objectives, and supported further by a number of leadership tools that the attendees can take away for future reference.

The course is broken down into five modules, each made up of specific sections. An example structure is set out below:

- **Module 1 – what is risk?**
- **Module 2 – communication and barriers in risk and safety leadership**
- **Module 3 – achieving risk and safety excellence or ‘what does good look like?’**
- **Module 4 – creating a questioning culture**
- **Module 5 – making time for risk and safety**

Course content is agreed prior to delivery and supported by workbooks which attendees can keep.

How does a Risk and Safety Leadership Workshop work?

Targeting senior management and business leaders, the workshop covers a series of modules, each consisting of practical sessions where attendees are asked to consider the principles behind risk and safety excellence.

A fundamental part of the programme is to ask the attendees to reflect on their own leadership styles and how, as leaders, they can influence members of staff working with them.

Willis Towers Watson specialists set out the aims and objectives for each of the sessions and ask the attendees to consider what they want to get from the day. The end of the session provides an opportunity to reflect on expectations, to understand what had or had not been achieved and what important next steps are required.

How much time will it take?

Delivered over a day, delegates are divided into teams of between three and five. The content of each team will be agreed with the organisation before the session is run because a key aspect of the process is to encourage communication and collective reasoning.

Risk Management for a Complex World

At Willis Towers Watson we deliver risk management solutions through a connected team across the globe. We align our industry expertise and competence to your risk requirements.

Willis Towers Watson takes a fresh, logical approach to risk management; connecting our industry insight and analytical capabilities through our risk advisors, engineering specialists, and risk transfer and placement brokers.

We look holistically at your business. Our solutions are designed to not only link functions but also connect between the asset, business, people, security and other risks to provide you with the control and mitigation support you need.

Other value added services include:

- RAPID – Risk Assessment Probability and Impact Diagnostic
- Business Continuity Management (BCM)
- Audit – Willis Blue
- Strategic Risk Management
- Risk Partner
- Training
- Health and Safety Risk Management
- Fleet Risk Management
- Claims Defensibility Review
- Risk Engineering Surveys

For further details, please contact your local Willis Towers Watson office or visit www.willistowerswatson.com/en.