

Creating a risk-aware culture

In today's unpredictable world, successful management of risks and opportunities can make you stand out from the crowd.

Economies of scale may no longer give you a competitive advantage. Instead, you need to be innovative, flexible, responsive, and fast. As a result, companies are becoming more aware of the increasing risks, as well as opportunities, that they face.

Pro-active organizations today strive to apply risk management theories, methods and tools. These are important building blocks for a conscious approach to Risk and Opportunity Management (ROM). However, ROM is more than tools and facts – it is about the people.

Stop firefighting - start preventing fires

Successful ROM has much to do with the mind-set of the people in your organization. Seizing opportunities and mitigating risks are part of many peoples' daily jobs, not just the risk specialists'. But people are not always aware of the potential impact of their decisions, which can lead to costly firefighting. To create a culture of risk awareness, you need to help people translate risk processes and theories into daily practice and preventive actions.

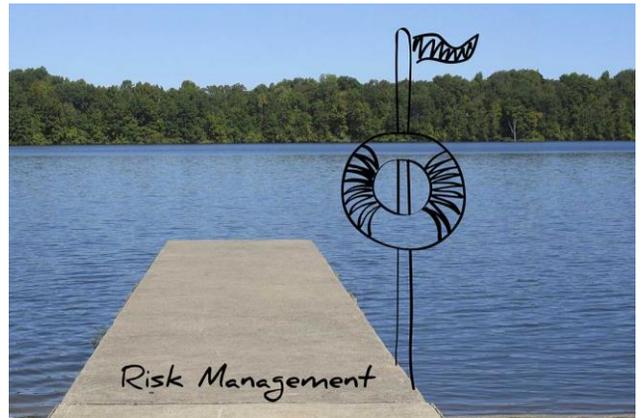
Invite people to rehearse future behavior

An effective way to build a strong risk culture is to invite people to a business simulation. The simulation offers a stylized version of the participants' day-to-day reality, putting the spotlight on events that call for ROM.

In teams, participants explore a set of situations that call for action. As a team, they have to make critical decisions – and bear the consequences. Throughout the simulation, they share knowledge, experiences, good practice and points of views with each other.

The whole experience gives people a chance to *“Rehearse desired future behavior - without the real life consequences...”*

Our clients firmly believe that building a robust risk culture equips their organization for an unpredictable future, and strengthens their competitive advantage.



Supporting tools

To support a dialog over time, engaging people in the business and in making change happen, Celemi develops hands-on tools. Team-based explorative exercises, simulations and serious games guide people through a journey of learning and change – at events, seminars, weekly meetings or on-the-job. Media and formats may include WorkMat™ series, business simulations, cases, films, interactive Power Point presentations and e-Learning.

The journey is based on a storyline, including step-by-step learning activities – as well as links to internal communication pieces such as news on the intranet, letters from the CEO, e-mails and presentations with business updates.

The Power of Learning

Our philosophy, The Power of Learning, is at the heart of all Celemi learning solutions. Common characteristics of a Celemi solution include:

- Interactive and participant driven
- Fun and engaging
- Managers often act as facilitators; the process becomes an integral part of leadership.
- People work in teams of 3-4 people, and multiple teams can participate simultaneously.
- With a cascading implementation, you can reach large numbers of people in a short period of time.

About Celemi

Since 1985, Celemi helps companies manage the human side of change – moving people and organizations to higher levels of performance. With offices in Sweden, the US, China and Singapore, as well as partners in more than 70 countries worldwide, Celemi serves clients such as Airbus, Baxter, BASF, IKEA, Schneider Electric, Siemens and Skanska across the globe.

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