

The Need for Risk Management

Consider this: Whether you run a Conference that focuses on visiting and helping the poor or a Council with special works such as stores, meal sites, housing units or free pharmacies, you should be aware of the need for Risk Management. Obviously the scope of your activity might dictate how you go about this but the principles are the same. For that reason, as we near the end of one fiscal year and the beginning of another, this is a good time to bring you an excerpt from an article in the *Smart Risk Management Manager's Training Workbook* published by The Argos Group, LLC. The article keys on five core principles: (1) No Tolerance, (2) Observation, (3) Communication, (4) Empathy and (5) Fairness.

The material we cite specifically refers to “managers” and “employees;” however, the principles stated relate to all leadership roles and all staff whether paid or volunteer. Leaders at all levels in our Society can benefit from these principles. Here is the first core principle:

Core Principle #1 – No Tolerance

Smart Risk Management always begins with “no tolerance” for workplace wrongdoing. The following are important steps to create a “no tolerance” environment:

- Never **commit** a wrongdoing. Smart risk managers are role models for other employees within their organization. Employees look to managers for guidance and support. A manager who creates risk or commits workplace wrongdoing sends a negative message to all employees – that risk and wrongdoing are permitted and tolerated.
- Never **allow** wrongdoing. Smart Risk Managers not only set a positive example of “no tolerance,” but also act as an obstacle to others who may want to commit wrongdoing under their watch.
- Never **condone** wrongdoing. Smart Risk Managers discourage wrongdoing by counseling, reprimanding or terminating employees who create risk or commit wrongdoing. If others place you or your co-workers at risk, they should understand that their actions could cost them their jobs.
- Never **rush** to judgment. When someone is accused of wrongdoing, he or she is innocent until proven otherwise.

In succeeding weeks we will cover the other four core principles.