SHORT QUESTIONNAIRE

This short questionnaire is designed to help risk managers mark their progress as they read through the guide and implement the recommendations provided within. It represents a simplified road map for the integration of risk management into the very culture and business processes of an organisation. Additional checklists and templates are provided throughout the document.

Mark the actions as you proceed:

OBJECTIVE 1: DRIVE RISK CULTURE	
	Evaluate to what extent the company's strategy@risk
	Help set the tone at the top
	Document risk management roles and responsibilities
	Create a network of "risk-champions"
	Conduct risk management training
	Keep it simple
OBJE	CTIVE 2: HELP INTEGRATE RISK MANAGEMENT INTO BUSINESS
	Help employees integrate risk analysis into their daily work
	Make strategic planning, budgeting and performance management risk-based
	Promote open discussion about risks
OBJE	CTIVE 3: BECOME A TRUSTED ADVISOR
	Validate management assumptions
	Inform management about emerging risks
	Promote risk management as a service
	Take ownership over some risk assessments
	Build your own network of risk advisors
П	Continuously improve your own risk management skills

Check for country specific laws and regulations related to risk management

Check for industry specific risk management guidelines or standards

Familiarise yourself with the ISO31000:2009

Get stakeholder buy-in on the selected risk management framework/standard

USEFUL VIDEOS



A short video providing some suggestions on how to encourage senior management to implement risk-based thinking in the organisation.

https://www.youtube.com/watch?v=3MbJLkSlbU4



In this video Alex Sidorenko talks about what the future of risk management holds for risk practitioners. https://www.youtube.com/watch?v=yAiRWwYltdc



Alex Sidorenko from RISK-ACADEMY discusses whether risk management is a profession or just a management tool.

https://www.youtube.com/watch?v=u9q6N8hr0qc

Review existing strategy documents, business plans, financial or budget models to any П management assumptions associated with significant uncertainty Perform classic risk assessment and add risks to the risk analysis if necessary Perform risk analysis using a scenario analysis or the Monte-Carlo simulation Present findings and conclusions to the П management Adjust strategy based on risk analysis findings П Audit strategy execution regularly

USEFUL VIDEOS



In this video, Alex Sidorenko talks about quantitative risk analysis and two possible ways to implement such analysis in an organisation.

https://www.youtube.com/watch?v=4fRAUZ4AD0I



In this video, Alex Sidorenko talks about two types of risk management software as well as the pros and cons of each type.

https://www.youtube.com/watch?v=rGcwyrC2hDM

Review ISO31000:2009 section 4.3.2 \Box Download a free sample Risk Management Policy from http://www.risk- П academy.ru/en/download/risk managementpolicy-detailed/ Adjust the sample Risk Management Policy to reflect organisational maturity and specific details Validate the policy with the stakeholders П Approve it then publish it on the company website and make it accessible to employees П and contractors

USEFUL VIDEOS



What should a typical risk management framework include? Should an organisation develop a single integrated risk management framework document or is there a better way to integrate risk management into business processes and corporate culture? https://www.youtube.com/watch?v=KMuhcmeJRgE



Alex Sidorenko from RISK-ACADEMY talks about documenting and publishing a risk management policy.

https://www.youtube.com/watch?v=iFc0CXdTYfs

- Identify core decision making processes and the significant risks associated with these decisions
- Review existing Board level policies and procedures to check whether appetites for key risks have already been properly documented
- If not, update existing policies and procedures to include risk appetites / tolerances / limits

USEFUL VIDEOS



Interview with Alex Sidorenko on risk appetite and why it's totally overrated. Interview by Risk Studio. https://www.youtube.com/watch?v=Kyj4x6re0hA



Alex Sidorenko from RISK-ACADEMY talks about risk heat maps and why they are a complete waste of time. There are at least 3 better ways to present risk management information.

https://www.youtube.com/watch?v=XFwWLgKUJNQ



Alex Sidorenko from RISK-ACADEMY speaks about how risk workshops are useful for education and awareness building, but not useful for risk identification and assessment.

https://www.youtube.com/watch?v=xT7ecliKUuY

Update the Board presentation template to include risk analysis for every significant decision

Discuss with the Board secretary the quality control process to ensure risk information is complete, accurate and consistent

Train management to correctly and accurately disclose risks to the Board

Control the quality of information disclosed

Provide support to management in preparing risk information for the Board

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about various ways of including risk management information on the Board's agenda https://www.youtube.com/watch?v=UBXw0cEPpws



Alex Sidorenko from RISK-ACADEMY talks about what risk reports are useful and how to integrate risk reporting into regular management reporting. https://www.youtube.com/watch?v=AOGrobGzeaQ

Review the existing committees structure
Decide on creating a new committee or extend the existing one
Download an example of a Risk Management Committee charter from www.risk-academy.ru
Decide on the Committee participation. Reward people for participation in the Risk Committee
Develop a meeting schedule and make it available to employees

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about the risk committees and whether they are useful for building risk culture and integrating risk management into decision making.

https://www.youtube.com/watch?v=fHwtr5pr1Rk

USEFUL LINKS AND TEMPLATES

 Risk Management Committee charter http://www.risk-academy.ru/en/download/risk management-committee/

Publish regular risk management updates in internal news bulletins or email newsletters to staff
Share success stories or useful tools or methodologies at local risk management conferences
Participate in the global risk management discussion on G31000 LinkedIn group https://www.linkedin.com/groups/1834592
Participate in the global risk management awards

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about how a risk manager can help make real money for their company. Good risk managers can provide very tangible dollar savings and help raise new funds. Find out how in this short video.

https://www.youtube.com/watch?v=cGZImxwDQBE

USEFUL LINKS AND TEMPLATES

 Publish a short risk management article on RISK-ACADEMY for free: http://www.risk-academy.ru/en/contact-us/

- ☐ Reward open risk communication
 - Encourage people to share information about risks by reaching out to them and by visiting
 - their workplace regularly
 - Participate in corporate team building activities
- □ and get to know local business units and the risks they are facing on a day to day basis

USEFUL VIDEOS



In this video, Alex Sidorenko talks about four critical skills that every risk manager must have to start on the risk management journey. It doesn't have to be one person with all four skills, it could be a team of people.

https://www.youtube.com/watch?v=nqmnycKZwgg



Alex Sidorenko from RISK-ACADEMY shares some of his practical suggestions on how to build a risk management culture.

https://www.youtube.com/watch?v=gafKiRILGb0

USEFUL LINKS AND TEMPLATES

Sample assessment of risk management culture - http://www.risk-academy.ru/en/download/risk management-culture-questionnaire/

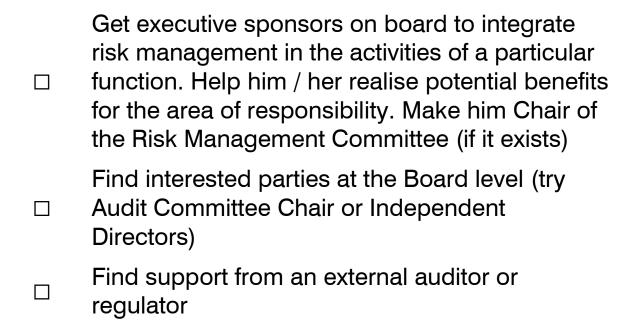
- □ Establish a temporary or permanent working
 □ group with managers responsible for other performance improvement initiatives
- Develop a roadmap for improving consistency in terms of principles and terminology in managing risks across different fields / siloes

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about building alliances and collaborating with the managers responsible for the quality management system, safety and environmental management and others.

https://www.youtube.com/watch?v=pDEu2wAG4Yc



USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about finding the right sponsors at the executive level, the Board of Directors and the external auditor and regulator level.

https://www.youtube.com/watch?v=NBJ04Dvj9Qo



Alex Sidorenko from RISK-ACADEMY talks about the place of the risk manager within the organisational structure, as well as the pros and cons of different reporting lines for the risk manager.

https://www.youtube.com/watch?v=r2b005LDwLA



A short video providing some suggestions on how to encourage senior management to implement riskbased thinking in the organisation.

https://www.youtube.com/watch?v=3MbJLkSlbU4



Alex Sidorenko from RISK-ACADEMY talks about how a risk manager can help make real money for their company. Good risk managers can provide very tangible dollar savings and help raise new funds. https://www.youtube.com/watch?v=cGZlmxwDQBE

- Propose different risk governance models for your organisation: one where the risk manager is passive and one where the risk manager is actively involved in the decision making

 Discuss risk governance models at the Risk
- Discuss risk governance models at the Risk Management Committee meeting
- ☐ Get stakeholder buy-in for the option selected

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about whether the concept of 3 lines of defence is useful or not and how to make it work.

https://www.youtube.com/watch?v=INK2HIkIZMM



Is it a methodology expert, a facilitator, an educator or a policeman? Maybe everything above? If so, in what proportion?

https://www.youtube.com/watch?v=hpix1vRb5wY

□ Review existing job descriptions, committee charters, policies and procedures
□ Update existing job descriptions, committee charters, policies and procedures to include risk management roles and responsibilities if not already done
□ In order to reduce unnecessary tension, do the update in coordination with HR at the time when these documents are being reviewed anyway
□ Include ISO31000 knowledge and risk
□ management competencies in job descriptions for new hires

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about two ways of documenting risk management roles and responsibilities and the impact it has on risk culture. https://www.youtube.com/watch?v=1Km332LJmPY

□ Identify existing policies and procedures associated with high uncertainty
 □ Review policies and procedures to determine if risk management is already adequately integrated
 □ Develop a timeline for updating existing policies and procedures to include elements of risk management

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY shares some of his practical suggestions to build risk management culture.

https://www.youtube.com/watch?v=gafKiRILGb0



What should a typical risk management framework include? Should an organisation develop a single integrated risk management framework document or is there a better way to integrate risk management into business processes and corporate culture? https://www.youtube.com/watch?v=KMuhcmeJRgE

Choose the maturity model used to evaluate risk

management culture (G31000, IRM, Riskacademy)

Discuss with HR how to integrate risk culture
evaluation into the regular employee surveys or
broader organisational culture assessments

Use online questionnaires and face-to-face
interviews to assess risk culture maturity

Monitor the progress at least once a year

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY shares some of his practical suggestions to build risk management culture.

https://www.youtube.com/watch?v=gafKiRILGb0

USEFUL LINKS AND TEMPLATES

Risk management culture assessment - http://www.risk-academy.ru/en/download/risk management-culture-questionnaire/

Review existing remuneration policy and individual performance KPIs for key decision makers

Develop a set of KPIs for executives, risk managers, business unit heads and employees in high risk activities

Together with HR and internal audit develop measurement / audit criteria for each KPI

Pilot test on one business unit before a full roll-out

USEFUL VIDEOS



Key performance indicators for risk managers - Alex Sidorenko from RISK-ACADEMY talks about various key performance indicators for risk managers https://www.youtube.com/watch?v=4N3 eyaljbE



Omission bias: Alex Sidorenko talks about significant cognitive biases that affect how people in the workplace make decisions

https://www.youtube.com/watch?v=kh-bWQcF2RQ



Normalcy bias: Alex Sidorenko talks about significant cognitive biases that affect how people in the workplace make decisions

https://www.youtube.com/watch?v=rIU4JGZjfxU



Neglect of probability bias: Alex Sidorenko talks about significant cognitive biases that affect how people in the workplace make decisions https://www.youtube.com/watch?v=xhZ8HID4An4



Professional deformation bias: Alex Sidorenko talks about significant cognitive biases that affect how people in the workplace make decisions https://www.youtube.com/watch?v=WfsP4stQtiU



Semmelweis bias: Alex Sidorenko talks about significant cognitive biases that affect how people in the workplace make decisions https://www.youtube.com/watch?v=kDbPMd4efOc



Confirmation bias: Alex Sidorenko talks about significant cognitive biases that affect how people in the workplace make decisions https://www.youtube.com/watch?v=P3GfC2mOgZl



Framing bias: Alex Sidorenko talks about significant cognitive biases that affect how people in the workplace make decisions https://www.youtube.com/watch?v=bx3OrcHHo8

Determine significant business processes where risk management will be integrated first Identify key middle level employees across selected business processes to provide risk П management awareness training Involve "risk champions" in risk management activities or Risk Management Committee meetings Provide ongoing support to "risk champions" П Informally find people within the company who appreciate the value of risk management. П Develop relationships with them and involve them in risk management activities

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about creating risk champions and the two different kinds of risk champions

https://www.youtube.com/watch?v=dOgJ9zJfy8l

□ Review existing induction programmes for new employees
□ Discuss with HR whether to develop a new induction training dedicated to risk management or include risk management messages in existing inductions
□ Deliver induction training face to face or record an online risk management induction course
□ Consider hiring RISK-ACADEMY to develop an online risk management induction programme
□ for you. The company can be found at http://www.risk-academy.ru/en/corporate-risk-management-training

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about four ways to deliver risk management training within a corporation

https://www.youtube.com/watch?v=ZojnD4c3JqQ

Discuss with HR the best options to conduct risk management awareness training for the Board П and senior management. Conduct war games or use other gamification techniques Conduct risk management awareness training that covers risk psychology (cognitive biases), decision quality and risk management integration at least annually Include risk awareness sessions/topics on the agenda of the regular Board meeting or strategy sessions Include risk management competencies in the Board performance assessment criteria (if П applicable)

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about the ultimate objective for risk management https://www.youtube.com/watch?v=QOiks_T7EyQ



Short video on the use of various gamification techniques to train employees in managing risks https://www.youtube.com/watch?v=EdgbdOE-yCY

Identify key stakeholders within the organisation who may benefit from advanced risk management training

Provide in-depth risk management training for risk champions that covers the key principles of ISO31000:2009, decision quality and cognitive biases, risk quantification, risk culture and integration of risk analysis into decision making and core processes

USEFUL VIDEOS



Alex Sidorenko talks about 3 things to consider when choosing a risk management certification programme. He also talks about different certification options that are currently available in the market. https://www.youtube.com/watch?v=bvV41BrqKmg



Alex Sidorenko from RISK-ACADEMY talks about four ways to deliver risk management training within a corporation.

https://www.youtube.com/watch?v=ZojnD4c3JqQ



Alex Sidorenko from RISK-ACADEMY talks about 3 important things that must be included in any risk management training

https://www.youtube.com/watch?v=vLvz3SE8AI0

□ Develop a short risk management questionnaire to distribute to employees before training to test current level of knowledge
 □ Develop a set of questions to test risk management knowledge directly after the training or throughout the training
 □ Develop short tests to validate risk management knowledge 3 or 6 months after the training
 □ Make tests gradable and reward participants who show best in class performance

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about four ways to deliver risk management training within a corporation.

https://www.youtube.com/watch?v=ZojnD4c3JqQ



Alex Sidorenko from RISK-ACADEMY talks about 3 important things that must be included in any risk management training

https://www.youtube.com/watch?v=vLvz3SE8AI0

- □ Identify high-risk areas in the workplace
- Discuss with HR the possibility of an internal certification programme for high-risk activities
- Develop an internal certification programme
 □ together with the employees working in high-risk activities and external experts

USEFUL VIDEOS



Alex Sidorenko talks about 3 things to consider when choosing a risk management certification programme. He also talks about different certification options that are currently available in the market. https://www.youtube.com/watch?v=bvV41BrqKmg

Create a dedicated risk management page on the corporate intranet site
Record risk management training on video
Publish training videos, templates, useful materials and ISO31000 related materials on the corporate intranet
Give all employees access to the corporate risk management webpage

USEFUL LINKS AND TEMPLATES

- Sample risk management policy (detailed version) http://www.risk-academy.ru/en/download/risk management-policy-detailed/
- Sample risk management policy (short version) http://www.risk-academy.ru/en/download/risk management-policy-short/
- Free risk management training slides http://www.risk-academy.ru/en/download/free-risk-slides-for-trainers/

Regularly sanity check your risk management methodologies. If they are not understood by the business they will not be adopted

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about keeping it simple and not overcomplicating risk management implementation.

https://www.youtube.com/watch?v=h4o4OgubD1c

- Critically review existing risk management processes and methodologies to determine whether they do in fact help management make day to day business decisions based on timely
- Document risk information flows in the company to make sure risk management provides adequate and timely support to all business units

and accurate risk information

USEFUL VIDEOS

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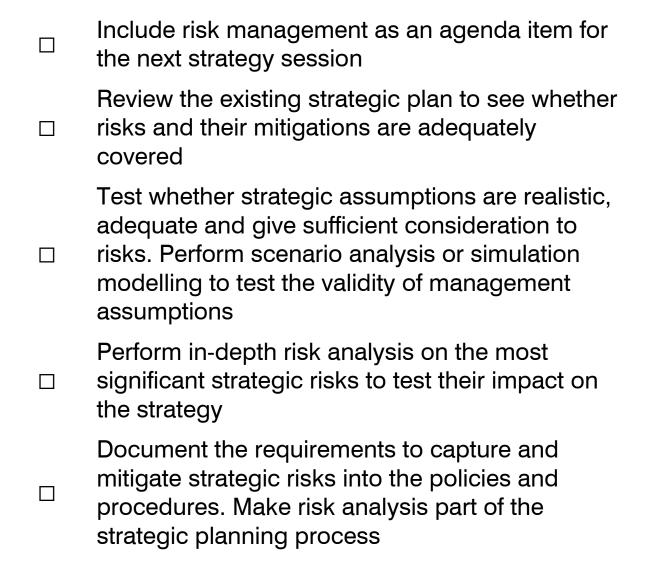


Alex Sidorenko from RISK-ACADEMY talks about the ultimate objective for risk management https://www.youtube.com/watch?v=QOiks T7EyQ



Alex Sidorenko from RISK-ACADEMY talks about how will the role of the risk manager will change over the next few years

https://www.youtube.com/watch?v=lubYqCFiJ2c



USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about making the risk management process risk -based and answers a question on where to start with the risk management implementation.

https://www.youtube.com/watch?v=eEPHjfTGh2Q

Review existing policies and procedures covering budgeting process to determine П whether risks are adequately taken into account Test the existing budget model using sensitivity or scenario analysis to determine whether risks П are adequately covered Perform simulation modelling on the budget model to determine the likelihood of objectives being achieved as well as to identify any liquidity problems Determine the most significant risks that affect the budget and risk mitigation measures Adjust the budget based on risk information П

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about making the risk management process risk -based and answers a question on where to start with the risk management implementation.

https://www.youtube.com/watch?v=eEPHjfTGh2Q

Review existing methodology used to calculate strategic and operational KPIs
Test whether KPIs are calculated based on appropriate risk analysis or whether current targets are overly optimistic and ignore risks
Develop a set of corporate risk management or risk-based KPIs to raise risk management awareness
Develop a set of individual KPIs for key managers to raise risk management awareness and assign responsibility

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about making the risk management process risk -based and answers a question on where to start with the risk management implementation.

https://www.youtube.com/watch?v=eEPHjfTGh2Q



Key performance indicators for risk managers -Alex Sidorenko from RISK-ACADEMY talks about various key performance indicators for risk managers

https://www.youtube.com/watch?v=4N3 eyaljbE

Review a sample of past significant business decisions to see whether information about risks П relevant to the decision was captured, analysed and disclosed Determine which business decisions regularly taken by the management may benefit most П from additional risk analysis Develop a methodology that will allow risk assessments to be carried for every significant business decision before the decision is taken Quality control the results of risk analysis used П during decision making

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about the ultimate objective for risk management https://www.youtube.com/watch?v=QOiks_T7EyQ

Speak about risks in terms of their impact on achieving or not achieving business objectives
Discuss how risks affect what is important to management
Speak the business language

USEFUL LINKS AND TEMPLATES

 Risk e-Views Vol 4 December 2010 – Risk Leadership: How to be Heard https://www.bryanwhitefield.com.au/blog/risk-e-views-vol-4-december-2010-risk-leadership-how-to-be-heard/

Get involved in the preparation of external company reports. Update internal policies and П procedures to take ownership over preparation of all sections related to risk management Review guidance published by central banks, stock exchanges or other legal requirements П related on disclosing risk information Develop a calendar of external reports throughout the year to keep track of all obligations Present at risk management conferences and talk about risk management and raise П awareness about ISO31000:2009

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about what risk reports are useful and how to integrate risk reporting into regular management reporting https://www.youtube.com/watch?v=AOGrobGzeaQ

performance reporting, decision making / approvals, information bulletins)
Change internal policies and procedures to require risk information to be included / disclosed
Change existing reporting templates to include risk management information
Provide methodologies to business units to help them accurately disclose risk information
Review / validate results to check for quality, accuracy, consistency and completeness

Build an anonymous message form on the intranet page dedicated to risk management If your company has a whistleblower hotline add risk management issues to the list of problems П covered Create a dedicated email mailbox to receive information about emerging risks Provide training on how to use all escalation П tools described above (hotline, web, email) Build awareness by presenting at staff meetings and developing posters to be shared around the П office

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about building trust in risk management, which is required to stay informed and up-to-date with information necessary to perform risk analysis https://www.youtube.com/watch?v=PIRccHASvEU

Perform sensitivity analysis to identify critical management assumptions made in planning, budgeting, investment analysis or project management

Establish reliable external or internal sources of information to validate management assumptions

Perform Monte-Carlo simulations to show how volatility affects objectives / decisions and whether management assumptions are realistic

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about risk management quick win - testing management assumptions

https://www.youtube.com/watch?v=mGxYi6-kaoM

Establish a routine to have regular informal conversations with business unit heads
Stay up to date with latest developments in the global risk community
Develop a procedure for having emerging risks discussions with management
Work with internal audit to test your organisation's preparedness / readiness for emerging risks

□ Develop quantitative risk analysis and modelling competencies within the risk management team
 □ Promote risk management competencies within the organisation using internal meeting, bulletins and corporate website
 □ Provide quantitative risk analysis services to different business units within the organisation
 □ Offer quantitative risk analysis services to key contractors, suppliers and other counterparties

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about way how corporate risk managers can treat their work as an internal service offering.

https://www.youtube.com/watch?v=qE0NItUkIGU

□ Discuss with senior management the need for an alternative / opposing point of view on certain business decisions
 □ Consider having veto power for risk managers on certain types of business decisions
 □ Develop risk analysis methodologies that do not heavily rely on management information
 □ Establish an independent escalation channel to raise issues if management is ignoring risks

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about how will the role of the risk manager will change over the next few years

https://www.youtube.com/watch?v=lubYqCFiJ2c

Develop a skills matrix for the risk management team that should include soft skills related to ability to think independently and be stress

- resistant, and skills related to quantitative risk П analysis, risk perception and risk psychology, core business processes and sales and marketing
- Consider participating in an international risk management certification programme that covers all aspects of future risk management

USEFUL VIDEOS



Alex Sidorenko from RISK-ACADEMY talks about the need to know: standards, cognitive biases, risk modelling and industry experience to be a successful risk manager.

https://www.youtube.com/watch?v=nqmnycKZwgg



Alex Sidorenko from RISK-ACADEMY talks about how a modern-day risk manager can continue to grow his risk management skills

https://www.youtube.com/watch?v=X9-5rpvxtqE



Alex Sidorenko talks about 3 things to consider when choosing a risk management certification programme. He also talks about different certification options that are currently available in the market. https://www.youtube.com/watch?v=bvV41BrqKmg

NEED MORE HELP?

RISK-ACADEMY (subsidiary of International Risk Services) provides a range of safety, risk management and environmental services globally:

https://www.risk-academy.ru/en/safety-risk-management-services/



Auditing and benchmarking

RISK-ACADEMY provides auditing and benchmarking against local legislation, ISO 45001 - Occupational Health and Safety, ISO 14000 - Environmental management, ISO 31000 - Risk management as well as other major international standards and guidelines. Independent gap analysis against legislative and standardization requirements.



Design and implementation

ISO 45001, ISO 14000, ISO 31000 system development and implementation. Integrated risk, safety and environmental management is a positive signal to stakeholders and investors. Direct saving from risk management far outweigh the cost of implementation.



Risk assessments

RISK-ACADEMY provides numerous strategic, investment, plant, manual handling and working at heights risk assessments for large, medium and small sized companies. Our team is able to perform risk management modelling on individual projects or the portfolio of projects. We use latest Palisade Decision Tools software for Monte Carlo simulations.



Outsourced risk management

RISK-ACADEMY provide ongoing risk management and safety support to organizations who don't want to keep a fulltime staff dedicated to risk management. We offer clients annual packages to provide experienced risk management professionals to be available on call.