

## **Leadership in Boards & C-suite Series**

# **Optimising organisation performance by ingraining a Mature Risk Culture**

*“You can't control people through policies, procedures and policing. You can only do it through a strong risk management culture and absolute integrity in all leaders”*

- quoted in The Role of Leadership in Managing Risk, Carol Stevenson, Ivey Business Journal

### **The benefits**

An organisation which recognises and actively manages its culture to encourage taking appropriate risks and opportunities reaps the benefits of:

- Optimising performance on the risk vs return spectrum
- Improved resilience to unknown future shocks
- Leveraging the thinking diversity and wisdom of its people
- Enhanced trust and communication
- Ultimately deciding its own future

### **The challenge**

The core of Board and C-suite leadership is instilling a culture that reflects the organisation's mission and values. Leadership is essential to ensure that those elements feed into the strategy, governance and risk management of the total enterprise so that every decision at every level of the organisation from Board to customer interaction is aligned to the organisation's aspirations. The challenge is to find ways of applying leadership skills in a practical way to achieve this.

### **The solution**

While there is ample academic research and empirical business evidence on the benefits of organisational culture, few organisations have successfully harvested these benefits. Our unique combination of skills and experience means we understand the organisational culture, leadership and enterprise risk management dynamics of Boards and their entities.

We can support you by being the catalyst for change in your organisation towards a mature risk culture to reap these benefits.

To enable this, we offer a range of programs, from initial fact finding interactive presentations through workshops and tailored implementation programs.

- Each program is highly practical and participative.
- Learning methodologies include case studies, exploring hypothetical situations.
- Learnings are applied to your specific organisational context.

### **Who are the Programs for?**

- Board / Council members especially Chairs
- Risk, Finance, Audit [other] Committee members
- C-suite & senior executives / leadership team members
- Human resource directors

*Sean McGing is a senior executive, actuary and entrepreneur with extensive experience in risk management.*

*Andrew Brown is an expert in strategic organisational development and leadership and has extensive experience in building organisational capability.*

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## Leadership, Enterprise Risk Management and Organisation support services

*Program subject* - We provide tailored assessments, support and training / education to Boards, C-suite and other groups as decided by the organisation's leadership in:

- Optimising organisation performance by ingraining a *Mature Risk Culture*
- Improving performance and outcomes through *Organisational Resilience*
- Improving *Board Decision Making*
- Setting *Risk Appetite* at Board level

*Program delivery* - We deliver these via through

- Presentations
- Workshops
- Tailored project or issue specific implementation programs

## About your presenters



**Sean McGing** FIA FIAA FAICD  
 McGing Advisory & Actuarial - Director

- Sean has identified, assessed and managed risk through the various executive positions he has held and entrepreneurial ventures he has developed. Over his 35 year career, Sean has specialised in financial services, while also considering risks in education, utilities & health.
- He is a recognised thought leader in risk management, having presented a number of papers and articles relating to contemporary and evolving practices in risk management.
- He is a member of the Actuaries Institute's Risk Management Practice Committee, and risk manager associations (RMIA, GARP).
- Sean is a leading expert on enterprise risk management with five years of Board level experience in implementing a risk framework.



**Andrew Brown** BSc DipEd GradDipAppFin FIAA  
*lead.first.* - Owner & Director

- Through *lead.first.* Andrew's leadership development consulting business, Andrew partners with clients to build leading cultures.
- Andrew applies contemporary organisation development strategies to catalyse major change through aligning interests of shareholders, employees, community and customers.
- Andrew facilitates and coaches senior leadership teams on design and implementation of strategy, leadership and cultural initiatives.
- Andrew has many formal accreditations in leadership and training.

*lead.first.*

### Contact us

Please call Sean on (03) 8641 6970 or Andrew on 0401 874 579

For full profiles see [www.mcging.com.au/index.php/profiles](http://www.mcging.com.au/index.php/profiles)