



# ~~No~~ Know Risk

Understanding and mitigating  
workplace Risks

Presenter: Ryan Kelly



## What is this about?

- Workplace risks – and focus on the stuff that matters
- How can we help align our organisations so resourcing supports good work





## Who am I?

- Tourism
- Firefighter
- Oil and Gas
- H&S Management



# Different types of Risk

- Financial
- Compliance
- Legal
- Operational

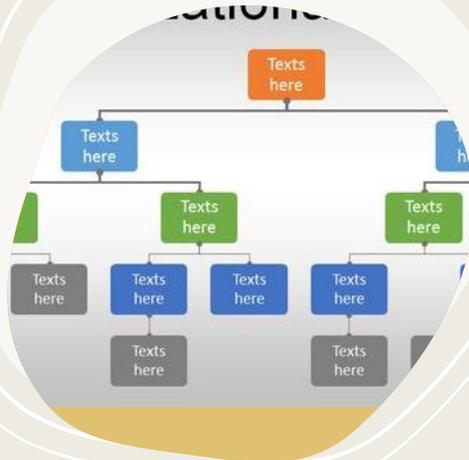
I am focussing on operational risk today,  
But they're all linked.





**“If everything is important, then nothing is.”  
- Patrick Lencioni**

How can we get clear on critical risks?



# Layers of an organisation

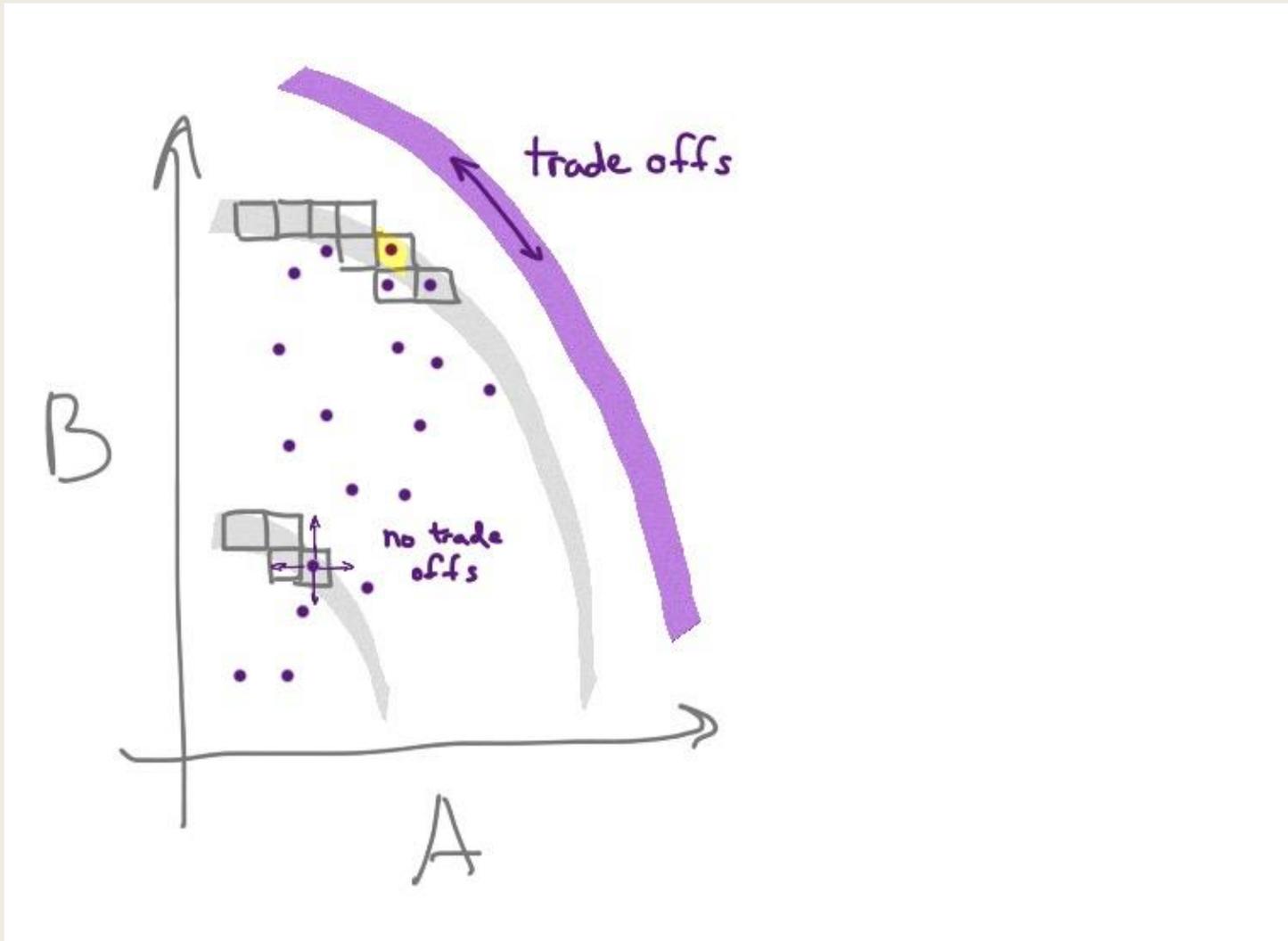
- Directors
- Executives
- People Leaders
- Workers



# Tyranny of distance

From Board Room to Work Front

- Information drives focus
- Focus drives activity and resourcing
- Resourcing defines work design and getting stuff done



# 1. Risks and trade-offs

What risks matter – and when can you choose efficiency over thoroughness?



**“If you can’t do it right,  
do it at night”**

Anonymous

# Kennys Alligator Wrestling Show



## WORK DESIGN AND OUTCOMES

- Planning and processes are essential frameworks
- Risk is a normal part of work
- But what happens when things don't go according to plan?





# Brittle Systems

- Human vs Machine



# STKY's (Stuff That Can Kill You)

- Critical Risk and Critical Controls
- Efficiency vs Thoroughness Trade-Off (ETTO)
- Good work design helps when stuff happens

# What are your STKY's?

- Are you relying on weak controls?
- Do you have your very own Alligator Wrestling Show?...

# 2. Focus and Ownership





# Get Clear on your Risks

- Your people know your risks – talk to them
- Identify your critical risks and critical controls
- Ensure ownership sits with senior people to drive resourcing
- Get everyone on the same page - Communication
- Embed risk and controls in work design
- Monitor them - Effective vs Applied

# 3. Next Steps

Start asking questions

Start a framework



# 4. Summary

- Know your risks that matter
- Focus on critical controls
- Ensure the controls are applied and working effectively
- Have a plan when things go wrong

A stack of wooden blocks of varying heights, with a red block in the middle. The word "RISK" is written in white capital letters on the red block. The background is a light gray gradient with a white circular shape on the left side.

**RISK**