

CEP Magazine – February 2019 Training as the centerpiece of risk mitigation

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As it relates to the mitigation of risk, one of the most powerful things you can do is ensure a sustained and robust results-oriented training program. Have an issue with your “P-Cards” (company-issued purchasing cards) in how they’re being used? A rise in equal employment opportunity (EEO) complaints? Compliance violations of one kind or another or performance issues? It can all be solved through superior training and, in most cases, could have been stopped pre-launch or stunted in its early development as a result of training as well.

A top-tier training platform consisting of a diverse and multipronged approach is kryptonite to risk. But realistically, the term “top-tier training platform” has different meanings to different organizations, and the variables are endless. It depends on the executive leadership and their understanding of the nuances and intricacies of training, general talent, gifts, style of governance, accountability posture of the organization, and more. This includes the next level of leadership, perhaps the one or two after that, and then potentially everyone up and down the training chain of command. As a result, unfortunately, we know that many organizations are engaging in the exact opposite of quality training programs needed for success—certainly not the kind of training that will aggressively mitigate risk (in actuality, success and mitigation of risk are one in the same). And relating to risk outside of the performance mission of an organization, we don’t just want to mitigate risk; we want to do it aggressively so that the conduct manifesting from risk literally has no air to breath.

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