Section One: Introduction to Risk Management
- **Risk Identification**: Identifying potential problems.
- **Risk Analysis**: Assessing and prioritizing risks by frequency and severity.
- **Risk Control**: Neutralizing or reducing identified risks.
- **Risk Financing**: Deciding between retention and transfer of risks.
- **Risk Administration**: Managing the entire process, which is ongoing.

Section Two: Roles and Responsibilities of Public Sector Employees
- **Executive Management & Leadership**: Sets the tone for overall risk culture & allocates resources.
- **Department Heads & Supervisors**: Ensure teams are following risk management protocols & strategies.
- **Risk Managers & Safety Officers**: Design and implement risk management strategies organization wide.
- **Frontline Employees**: Often the first to notice risks and must follow established policies & procedures.
- **Personal Accountability in Risk Management**: Every employee must take personal responsibility.

Section Three: Engaging Employees

4 Areas of Engagement:
- Appreciation
- Commitment
- Alignment
- Contribution

Strategies to enhance engagement:
- Communicate the vision clearly.
- Empower all employees.
- Activate employees' participation.
- Utilize the right technology.
- Develop and grow continuously.

ABC's of Behavior:
- **Antecedent**: What prompts behavior.
- **Behavior**: The action taken.
- **Consequence**: The result of the behavior.

Organizational culture has a direct impact on engagement levels.

Section Four: My key takeaways and how I can improve my organization's risk management processes or culture:

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Risk Pool Resources

- **Safety @ Your Finger T.I.P.S.** The program — based on the Pool's Together Improving Processes and Safety sheets — provides periodic text messages with links to safety/tailgate meeting sheets and other safety-related information.

- **Online Publications – T.I.P.S.** The Risk Pool's Loss Prevention Department has developed the T.I.P.S. Sheet Program to provide a template for Members' staff to have those discussions and show that the Member has a culture of safety in the workplace

- **R.O.A.D. Ready**. R.O.A.D. Ready is a Risk Pool program designed to save lives, prevent injuries, and protect property by raising Member awareness of dangers on and near roadways. The Pool provides participating Members with: (1) specifically designed resources and training to mitigate roadway risks; and (2) promotional materials to show they are R.O.A.D. Ready.

- **Online Learning Center**. The Risk Pool is pleased to provide members with quality loss prevention training opportunities through this Online Learning Center. Course topics include risk management, human resources, safety and law enforcement (many are TCOLE approved).

- **Training Video Now**. This service allows for the streaming of video content on a variety of safety and other topics, many of which are available in both English and Spanish.