

NEWS

PROJECT: INSURANCE COMPANY GAINS MEANINGFUL METRICS ABOUT THEIR CULTURE

A successful cultural assessment for one of the largest insurance groups in the UK, has led to further developments of Systemic's [Culture Mapping Tool](#). The project for the UK insurer followed 18 months' work on a number of culture and performance initiatives of which they were keen to take stock

By deploying the Culture Mapping Tool across 10 UK locations and 14 business areas they were able to understand how the culture of their firm varied across this business.

Additionally, for the first time it was possible for them to compare the risk and decision making cultures of business units and locations.



This gave them valuable insights on where their strengths lay and where some of their cultural initiatives needed further

development. Not only did the metrics provide this insight but they were also able to verify the feedback they were receiving from their culture development teams. For more information on the Culture Mapping Tool, contact us [here](#).



Embedment of risk culture practices timeline

THOUGHT LEADERSHIP: AWARD FOR RESEARCH EXCELLENCE



ERM RESEARCH EXCELLENCE AWARD
in Memory of Hubert Mueller

"How resilient is your organisation? From local failures to systemic risk." – a paper written by Systemic Lead Researcher, **Christos Ellinas**, has been awarded The Actuarial Foundation's ERM Research Excellence Award in Memory of Hubert Mueller for Best

Overall Paper submitted to this year's [ERM Symposium](#) taking place in Washington DC. The paper, written in collaboration with **Neil Allan** (Systemic Consult) and **Neil Cante** (Milliman), explores systemic risks and their potential impact on the insurance industry.

IN THE MEDIA: A FEATURED ARTICLE AND RISK TV



'Cultivating the culture challenge', an article written by Dr Hilary Lewis (Systemic), along with Richard SeeToh (Milliman) is published in The Actuary magazine and can be found [here](#).

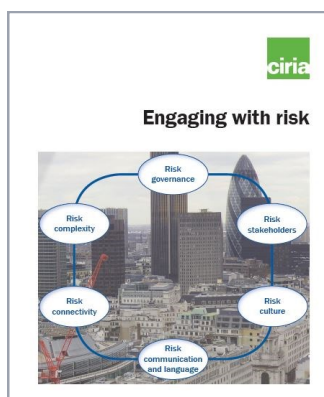


Dr. Hilary Lewis talks about the significance of measuring corporate culture, on Risk TV.

NEW PUBLICATION: "Engaging with risk" GUIDE FOR CIRIA

The [Construction Industry Research and Information Association](#) commissioned the team at Systemic to produce a guide to help practitioners with more of the softer and complex risk issues that clients, designers and contractors face in developing and implementing construction projects.

The "Engaging with Risk" guide includes topics such as risk appetite, culture, control & gov-



ernance and communication and can be found [here](#).

"I can certainly confirm that the guide is helping me to understand the nature of the risk environment in my Programme (particularly around connectivity and complexity) and consequently, how we structure the risk management function to best manage this."

**Tim Wells, Risk Manager,
CH2M HILL**

NEW HORIZONS: DELIVERING LEARNING IN THE SOUTHERN HEMISPHERE

Hilary recently ran a workshop session for the Society of Risk Management, in Auckland, NZ, entitled 'What is Risk Culture and how is it measured?' ([click](#) for details).

We also ran a 2-day course on risk culture to banking professionals in Melbourne and a one day overview of culture

for the regulatory body in Sydney. A big thank you to Josh Corrigan from Milliman for helping us organise these training courses.

We launched our new management training programmes in Christchurch and Auckland, including new courses in systems techniques, culture and strategy implementation which seemed to go down really well ([click](#) for a full list of our courses).



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Systemic Consult offers business support on strategic and systemic issues faced by complex, fast paced organisations. Our consulting process is committed to providing sustainable performance improvement through thought leadership and experience gained from a wide range of projects with FTSE 250 companies. Our strength lies in the application of collaborative systems techniques developed to understand and improve an organization's alignment with success.