

# INTEGRITY RISK MANAGEMENT



## Process of elimination!

1

We identify what and who can damage your organizations reputation, sales, and increase the risk of losses.

2

We Assess risk of integrity breaches, opportunity and positions crucial within the organization that could damage your business resulting in significant losses.

Leading into the future, integrity orientated threats to organizations need an unconventional approach to tip the scales back in your favour!

Human nature is prone to integrity lapses and people make bad decisions, regardless how strong the character of a person in a position of power, when presented with opportunities to gain / profit their personal integrity is challenged. There are many contributing factors that influence an individual and/ or group to compromise on their integrity, which can impact on an organization negatively and damage reputation, financial losses, company and/or personal secrets leaked to a competitor.

IGS identifies the challenges in keeping your people honest, reducing the risk of integrity breaches through identifying threats and associated risks to an individual and/or organization. Educational based integrity workshops and discussion groups, developing and shaping personal integrity of individuals and organizations.

# Managing the “RISK” of Integrity breaches!



**Who's watching  
the watcher?**

The perception of monitoring peoples activities, and ensuring that no policy breaches occur is unethical and a breach of a persons privacy? Or is it? IGS feels an organization has the right to protect its business interests through open and transparent policies, stating to employees the do's & don'ts acceptable to the company and what is best practice to keep employees from making poor decisions and potentially exposing themselves and the company to the risk of an “Integrity” based incident.

Through carefully structured processes IGS takes steps and assists clients to address Integrity risks, which many companies would not think of as a potentially severe threat to them, and/or the organization and even the unaware employee.

We will identify disgruntled employees that intend to create harm to your business and remove the threat.

Our process systematically addresses integrity risks!

1. Engaging leadership, identifying positions of influence and key decision makers that may be at higher risk of their integrity being challenged and map out the risks!
2. Revisit past incidents and concerns that resulted in losses to the company and/or employees, examine the root causes.
3. List the risks, and decide on the risk cures.
4. Plan the road map for change; agree on changes and required actions.
5. Implement and monitor
6. Debrief outcomes, and capture lessons learned.
7. Reassess, and progress.



Work Shops to educate and agree on the companies core values!

“Setting the standards of what is acceptable”

As in any organization there needs to be a start point when deciding what your core values are as an organization, listing out “Principles” you feel are what make your organization strong and “Traits” you expect from all employees that drive your business forward.

IGS facilitates leadership workshops to engage the target group, break out sessions to generate direct discussion on what is important when conducting business as a company, and the individuals that represent the company. Reconfirm and agree on the values that the company identifies that strengthens its integrity as a group and as individuals.

Role-playing various scenarios that may challenge the integrity of the individual, and open discussions how to approach temptations as individuals and as a company.

Sharing real life experiences where integrity was breached and how that impacted on the individual and the organization, and lessons learned.

Agreeing in a closed group discussion, without retribution, priorities within the organization that will reduce the risk of integrity violations, and making the necessary changes.

Designing the road map, tailored to the company that will present a legal platform, based on ethical behaviors to reduce the risk of Integrity violations.

(continued)

“Principles & Traits” to shape a culture of the organization and individuals, let the group set the standards, let us enforce them!

Have you ever seen something wrong, and know it would be the right thing to step in and fix the problem, but you just walk by making it someone else's problem?

### ***“Normalized Deviation”***

Unfortunately human behavior is also prone to taking shortcuts, and accepting substandard behavior. This not only places doubt on an individual's ability to “self lead”, but also presents an indicator that one's integrity has been compromised.

Human behaviors and what influences it, also shapes how we think, how we compromise on our values and think it's only going to happen this one time!

IGS takes the time to discuss and point out that each person must be accountable for one's actions, and that standards are set through the form of skills, procedures, policies, KPI's and other methods to gauge our success as people but also how integrity plays a vital role in achieving results of a very high standard.

Unfortunately not all people share the same values, morals, principles and traits. With our clients permission IGS would implement measures to identify individuals that pose a continuous threat to the company and who may have bad intentions.

We will assist the client to identify team players: those who conduct their jobs to the very best of their abilities with personal and professional integrity at the forefront of their behaviors

IGS Consultants will highlight what is available to clients, and clear objectives agreed.

**“The acceptance of substandard conditions, to include human behaviors, to the point where no one recognizes it as a problem”**



IGS Consultants are available throughout the world. Our consultants are experienced leadership and performance excellence coaches and security professionals. We are result driven to best serve you. Based on an initial assessment, IGS Consultants will highlight what services are most suitable for a client with clear objectives agreed to by all parties.

IGS methods are protected to ensure operational integrity of our internal operations, and our techniques cannot be shared with clients to ensure best results.

IGS looks forward to meeting you and your team soon, or we are available to serve individuals for private and personal purposes.

**Contact IGS for a free  
consultation; let us protect you  
and your integrity!**

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