



# WORKFORCE RISK MANAGEMENT SERVICES

*Providing a continuum of support in addressing violence prevention across the full and changing spectrum of behavioral risks.*

Our Workforce Risk Management team strategically aids clients in violence prevention and intervention, aiming to protect individuals, mitigate risks and improve workforce effectiveness. We offer comprehensive advisory services covering proactive violence prevention policies, programs, and training, as well as active threat assessment and management support.

## A SERVICE LINE BUILT ON A TRUE PASSION FOR THE WORK OF PROTECTING OTHERS

The Workforce Risk Management team is proudly led by seasoned workforce risk management experts with decades of combined experience in hands-on support focused on protecting people and organizations. The collective experiences and insights of our team, combined with a hand-picked set of strategic partners, allows us to collaborate on solutions across the full and changing spectrum of behavioral risk.

## PROTECTING PEOPLE BY CREATING SAFER WORKPLACES

Every opportunity to integrate proactive violence prevention into the culture and climate of an organization is a step toward greater readiness and resiliency in supporting violence-free workplaces.

## CURRENT & ALIGNED

Our advisory support and training aligns with standards, guidance and the latest research from organizations at the forefront of proactive violence prevention and behavioral threat management including:

- Association of Threat Assessment Professionals (ATAP)
- ASIS International
- Department of Defense (DOD)
- Department of Homeland Security (DHS)
- Federal Bureau of Investigation (FBI)
- National Insider Threat Task Force (NITTF)
- Occupational Safety and Health Agency (OSHA)
- Society of Human Resource Management (SHRM)
- United States Secret Service (USSS)

## EXPERT SUPPORT FOR COMPLIANCE WITH CALIFORNIA SENATE BILL 553

Do you have the time, resources and expertise to comply with SB 553's specific requirements?

The Sikich Workforce Risk Management team can help. When you partner with us, we offer:

- Guidance on customizing your workplace violence prevention plan
- An employee survey template to meet the employee involvement requirement
- An SB553-compliant e-learning course for your workforce
- Recordkeeping logs for hazards and incidents
- On-site assessment of potential hazards and recommended mitigation measures
- Support and guidance on conducting internal investigations



### WORKPLACE VIOLENCE PREVENTION PROGRAM SUPPORT

Whether you are establishing, improving or reviving a prevention program, engaging the support of external violence risk management experts is a universal best practice recommendation. The Sikich workforce risk management team brings proven experience in supporting organizations of every size and scope. The scope of our support services includes:

- Workplace Violence Prevention Needs Assessment
- Workplace Violence Prevention Policy and Program Development
- Workforce Perception Surveys
- Establishment of Internal Threat Management Teams

Our approach to evaluating and establishing proactive measures ensures that your investment in prevention extends beyond reporting and response to include the broader benefits and enhanced performance of a thriving culture of trust, transparency and support.

### WORKPLACE VIOLENCE PREVENTION TRAINING

Training is essential to establishing and sustaining a safe and thriving workplace and helps build a strong and supportive culture where employees, supervisors, managers and other leaders become force-multipliers in prevention and security. Opportunities to educate and practice the essential skills of violence prevention, intervention, management and response are available through our comprehensive training menu:

- Workplace Violence Prevention Fundamentals for the Entire Workforce - SB553 compliant
- Workplace Violence Prevention Training for People Leaders
- Threat Management Team Workshop
- Active Assailant Response Training for the Entire Workforce
- De-escalation Training

Training is available in-person, virtually or online to best fit the needs of your organization. All courses offer opportunities for incorporating your branding, a personal message or video from your CEO or leadership and key content or links from your related policies.

### THREAT MANAGEMENT

When you're facing uncertainty over the reported, potentially threatening behaviors of a subject of concern, immediate access to expert support adds a layer of confidence to behavioral risk decisions. A quick phone call is all it takes to engage in active collaboration with a multi-faceted threat assessment and management team who can advise on the proper level of preventive next steps including:

- Behavioral Threat Assessment
- Open Source Intelligence
- Threat Case Management Support

Our team brings credentials and experience across specialized backgrounds in threat assessment and management, forensic psychology, threat investigations, open-source intelligence, protective services and law enforcement. We will engage every possible means to help you ease, resolve or manage concerns of potential workplace violence.

### CRISIS COMMUNICATIONS

If your organization is facing a potential threat, being prepared with proper messaging and training is critical. Communication strategies and processes for informing your on-site workforce, various stakeholders and partners, and even local media should be primed and practiced before a threat occurs, so your team is empowered to handle any situation. Our public relations experts in crisis communications can assist with:

- Message Development
- Media Management
- Media Training and Interview Prep

## OUR EXPERTS



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