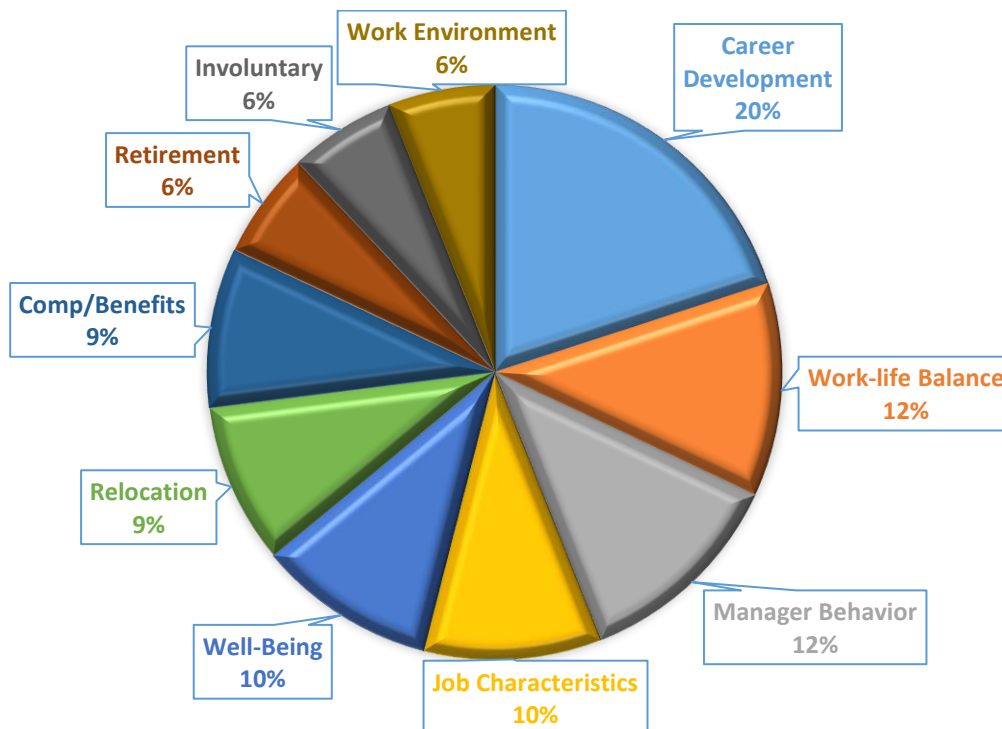


RISK CONTROL CONSULTING

Expanding Your Horizons—Professional Development without Breaking the Bank

As competition for workers increases, sign-on bonuses and other perks often aren't enough to stave off employee turnover. Voluntary turnover costs U.S. employers \$630 billion annually. While there are a host of reasons employees separate from employers, the top reason may surprise you. A Work Institute report identified the top reason: career development.



Not only are employees in all age groups eager for additional learning opportunities and advancement in their careers, data shows that about one-third of the job force will be eligible for retirement between now and 2025. This will leave gaps to fill by up-and-coming professionals. In the field of risk management, this could open a host of areas driven not only by the baby boomer retirees, but also by the shift in technology. While risk management continues to evolve as a profession, there are key components needed in risk leadership that are linked to an organization's long-term success. Some of these can be taught, others are gained through experience.

- Capabilities
- Character traits
- Critical experiences
- Adeptness

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Consider yourself fortunate if your organization provides financial support for professional development. This perk is one that isn't offered as much as it once was. Whether you are footing the bill for career development or your company is financing it, you'll want to develop a plan to ensure funds are used wisely. Outlined in this article are strategies to help you get started.

Step 1: Identify Your Career Goals

It's not often that we take a step back from our daily work lives and assess our goals. Taking inventory of a career path can be overwhelming. If you're not sure where to begin, consider these options:

1. Have your eye on a higher position in your organization? Offer to take a manager or a person in a higher position out to coffee for some advice. Some organizations offer career coaching as one of their perks. It's one of the best ways to grow because a coach can speak directly to your strengths, weaknesses, and areas you may not have been aware were an issue.
2. Attend educational events hosted by risk management professional trade associations. There are numerous groups that host events providing educational seminars or workshops. Not only can you expand your knowledge, there are opportunities to network with like-minded safety professionals. Developing a strong network is essential to getting the job you want. Don't be afraid to reach out to those contacts and ask about industry trends and opportunities.

Step 2: Determine the Need for Formal vs. On-the-Job Learning

No doubt risk management has its share of on-the-job challenges with the previous day never identical to the present. It requires a mindset with a willingness to learn. Some of that knowledge comes with general problem solving, being resourceful, and past experiences.

Sometimes technical knowledge or training is required through online or in-person learning. If through your assessment process (step 1) you have determined there is a gap in your "hard skills," it may be necessary to invest in a learning course. Your employer may even require a specific skill set in order to be eligible for advancement. However this isn't always the case.

If you're not sure what type of training you need (hard or soft skills), schedule a meeting with your manager. Go in prepared with a list of responsibilities, accomplishments, and extra work you have accepted. Let your manager know the career path you would like to take and ask him/her for advice.

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Some organizations are in need of people that fit their unique workplace challenges and are willing to provide on-the-job career development. This may not be advertised by management. If you're not aware of a program in your organization, talk with your manager or human resources. If you can make a convincing case to your organization of the cost benefit to on-the-job career development, you may be a pioneer in developing such an initiative. The out-of-pocket cost for you may be next to nothing.

Step 3: Begin Researching Your Options

Your next career move may include an emerging field or perhaps it's one that is well established—either way, you should have a general idea of what's needed to move forward. Begin researching the skills or training you will need to get there. Your network of safety professionals may have some suggestions for you and can advise you of ones to steer clear.

With the recent pandemic, nearly all courses that were once only offered in person have moved to online platforms. These training sessions are now more affordable than ever. Consider looking into these options:

- University extension courses
- LinkedIn Learning
- Coursera
- Udemy
- Board of Certified Safety Professionals
- SHRM
- edX
- Skillshare
- Trade organization (e.g. RIMS, ASSP)

For additional information contact:

Tribal First Risk Control Solution Center Toll Free Help Line: (888) 737-4752.