



Home of the
**Employee
Assistance
Center**

Supervisor Wire

www.careofmacomb.com

Published by the staff at EAC to help supervisors in their goal of maintaining a safe, drug free, productive workforce.

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Risky Business

Rate of occurrence multiplied by the impact of the event equals level of risk.

What is risk management? Risk management is a discipline for dealing with the possibility that some future event will cause harm. It provides strategies, techniques, and an approach to recognizing and confronting any threat faced by an organization in fulfilling its mission. Risk management may be as uncomplicated as asking and answering three basic questions:

1. What can go wrong?
2. What will we do (both to prevent the harm from occurring and in the aftermath of an "incident")?
3. If something happens, how will we pay for it?

Generally, Risk Management is the process of measuring, or assessing risk and then developing strategies to manage the risk. In general, the strategies employed include transferring the risk to another party, avoiding the risk, reducing the negative effect of the risk, and accepting some or all of the consequences of a particular risk. Traditional risk management focuses on risks stemming from physical or legal causes (e.g. natural disasters or fires, accidents, death, and lawsuits).

Risk management is simply a practice of systematically selecting cost effective approaches for minimizing the effect of threat realization to the organization. All risks can never be fully avoided or mitigated simply because of financial and practical limitations of the real world. Therefore all organizations have to accept some level of residual risks which still may realize despite their efforts.

The core of the process is a series of five steps:

- Establish the context
- Identify risks
- Analyze risks
- Evaluate risks
- Treat risks

The fundamental difficulty in risk assessment is determining the rate of occurrence since statistical information is not available on all kinds of past incidents. Furthermore, evaluating the severity of the consequences (impact) is often quite difficult for Immaterial assets. Asset valuation is another question that needs to be addressed. Thus, best educated opinions and available statistics are the primary sources of information. Risk assessment should produce information so that the primary risks are easy to understand and decisions may be prioritized.

For more information, please visit:

http://en.wikipedia.org/wiki/Risk_management

A critical component of a productive workforce is continual professional development training. Ongoing training opportunities are capable of making significant impact on your bottom line. The EAC's leadership training certificate series offers your employees three skill-building sessions. With three different options, your employees can select the most appropriate series for their needs. One of the options is the Risk Management series – which includes workplace violence prevention, harassment, and EAC orientation. Please call the EAC training department today at (586) 541-1555 x 232 to schedule a leadership training.



THE EMPLOYEE ASSISTANCE CENTER CAN HELP WITH MANY CONCERNS

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www.workforce.com

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This service is free to you. Type in the above web address and use the right menu to find the "To Register" link. The extensive web site is a wealth of information! Select your primary HR interests to receive related articles delivered to your email box.

Mark your calendar for the 3rd annual



August 11, 2006
8:00 AM—2:00 PM

Sterling Inn, Sterling Heights, MI

Explore the complex relationships between families, workplace & career development while learning how to break down barriers that interfere with productivity.

For more information, please visit our website or call
www.careofmacomb.com
866.888.1555



A Little "YOU - Time"

With a multitasking workforce, it is no surprise that supervisory positions are involving more job duties and responsibilities than ever before. This is definitely a reason why it is now even *more* important to take care of our physical and mental health. Not everyone takes a long vacation during the summer; yet, even a 3 day weekend can be rejuvenating during "summer-sun-fun."

Summer offers an opportunity to spend more time outdoors. Explore new venues away from familiarities of your home by doing something new, such as:

- Visit a local nature center
- Take a walk on the beach
- Go camping, fishing or hiking
- Sit by a lake and read a good book
- Try a new sport such as golf or tennis
- Yoga, meditation, weekend retreats

Everyone needs *a little* of this rejuvenation time alone. We may feel guilty after working all week to not spend every possible off-work moment tending to our family, household or social obligations.. Clearing our schedule for an appointment with *ourselves* is "okay". *It's even okay if we schedule that time to go someplace serene and do absolutely NOTHING!* Spending time with ourselves doing *nothing* may sound absolutely preposterous to some jet-setters. Try just a 15 minute appointment alone for just once per week and gradually work up to more alone time.

Taking care of oneself is *essential* in the success of taking care of our families and leading employees.

The origin for this article was actually inspired by Debbie McPeck, Turning Point, Inc. She voiced the need to remind everyone that it is okay to schedule absolutely NOTHING during our off time and not feel guilty about it. Taking time for ourselves and self-care is so under-rated these days—but so very necessary. More subjects like this will be addressed at our 3rd Annual Conference that is referenced to the left of this article.



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Office Hours:
M, T, TH 8:30 AM – 9:00 PM
W & F: 8:30 AM—5:00 PM
Clinician on call 24/7

The EAC is located within the CARE office, which is on the southeast corner of Utica Road & Masonic (13 1/2 Mile Rd) in Fraser