

## LEADING THROUGH THE RISK

Covid-19 has dominated our collective conscience and current activity over the past months. There has been significant **fear** about the virus and its impact. However, now we must turn towards the future. Until there is a vaccine, we will need to manage the **risk** to move forward. The purpose is to assist leaders in preparing both their premises and people for a return to the workplace. One way of thinking about **risk** is a simple formula.



The **hazard** is the coronavirus. It is unseen, transmitted by droplets and human contact. Asymptomatic carriers can communicate the virus. It seems to impact seniors and those with preexisting conditions severely.

The **fear** is the assessment of personal perception of the impact. This is an individualized assessment varying by person and situation.

There is little leaders can do to address the hazard and fear directly. However, the third element of the formula is **mitigation**

**Mitigation** measures can reduce the **hazard** and the personalized **fear** of the threat.

Mitigations may include:

Handwashing stations	Physical distancing
Temperature taking	Masks
Covid Testing	Hand sanitizers
Sneeze guards	Faceshields
Enhanced building sanitation	

Accurate information is critical as it impacts the personal assessment of the hazard. Each of these measures serves to lower the overall risk assessment.

Leaders will need to evaluate what reasonable measures can be put in place and which will have the most significant impact on both the **hazard** and the **fear** factor.

*Leading through Risk* will require both investments in addressing both the **hazard** and **fear** with thoughtful mitigation measures.

Paul Hubert, M.A.

Paul Hubert is CEO Pathways Skill Development and Lead Consultant with Delta Leadership Consulting. Pathways is a leading social enterprise with employment services and operates Clean Works London.