Fulcrum Point

Workshop outline · BE14 · Workforce and Workplace

# Employee Concerns.

Do the people who work for you have a safe way to raise concerns, and confidence that it works? A live session on Future-Fit Break-Even Goal BE14: what the standard requires, where your organization stands, and what to do next.

For

HR directors, people and culture leads, compensation and benefits teams, and health and safety managers. Also line managers, operations directors, and legal and compliance teams. No prior knowledge of the Benchmark is needed.

Format

Two hours forty-five minutes. Live virtual.

## What it is for.

No company is free of employee concerns. The goal asks that they are actively solicited, impartially judged and transparently addressed.

The standard is Future-Fit Break-Even Goal BE14, "Employee concerns are actively solicited, impartially judged and transparently addressed". In the words of the Benchmark: "A Future-Fit Business takes steps to minimize employee concerns, and implements internal controls to identify and deal fairly with any issues that do arise." The session shows what that requires, how progress is measured on the scale from 0 to 100 percent, and what your team has to do to find out where the organization stands.

It is not a complete benchmarking exercise. A real progress score needs data from every site, and more time than one session allows. Participants leave knowing exactly how to do it.

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## What you leave with.

- A precise understanding of what BE14 requires, and why the standard is higher than most organizations meet today
- The ability to tell which approaches count under the Benchmark and which do not
- A worked example of the progress score calculation
- A Fitness Snapshot: a directional estimate of where your organization stands on the scale from 0 to 100 percent
- A Game Plan: the questions to ask, the data to gather and the conversations to have, so that real benchmarking can follow
- A Personal Action Plan: three named, time-bound actions
- After the session: a 30-day follow-up pack of four weekly activities
- After the session: the Future-Fit Action Guide for BE14 and a reading list

## Why it matters.

- A concerns channel only works if people trust it enough to use it
- The session shows the difference between legal compliance and the Future-Fit standard
- For many organizations the honest gap between practice and goal is the most valuable result of the session

## Format.

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| Method | Short inputs from Lorne on the goal and the standard; A worked example of the progress score; The Fitness Snapshot, done on your own organization; The Game Plan and the Personal Action Plan, written in the session |

## Your speaker.

### Lorne Michael Cousins

Senior Fellow and Council Director, The Conference Board, Asia. Founder, Fulcrum Point.

Lorne Michael Cousins has spent twenty-five years inside corporate sustainability across China and the Asia-Pacific, as environmental auditor, sustainability consultant and leadership strategist. He is Senior Fellow and Council Director at The Conference Board, Asia, founder of Fulcrum Point Sustainability Consulting in Shanghai, and a Founding Member of the Sustainability Directory.

He holds an MEM from UNSW Sydney, a BA from UBC Vancouver, and Practitioner status with IEMA. Accredited Advisor, Future-Fit Business

Benchmark.

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