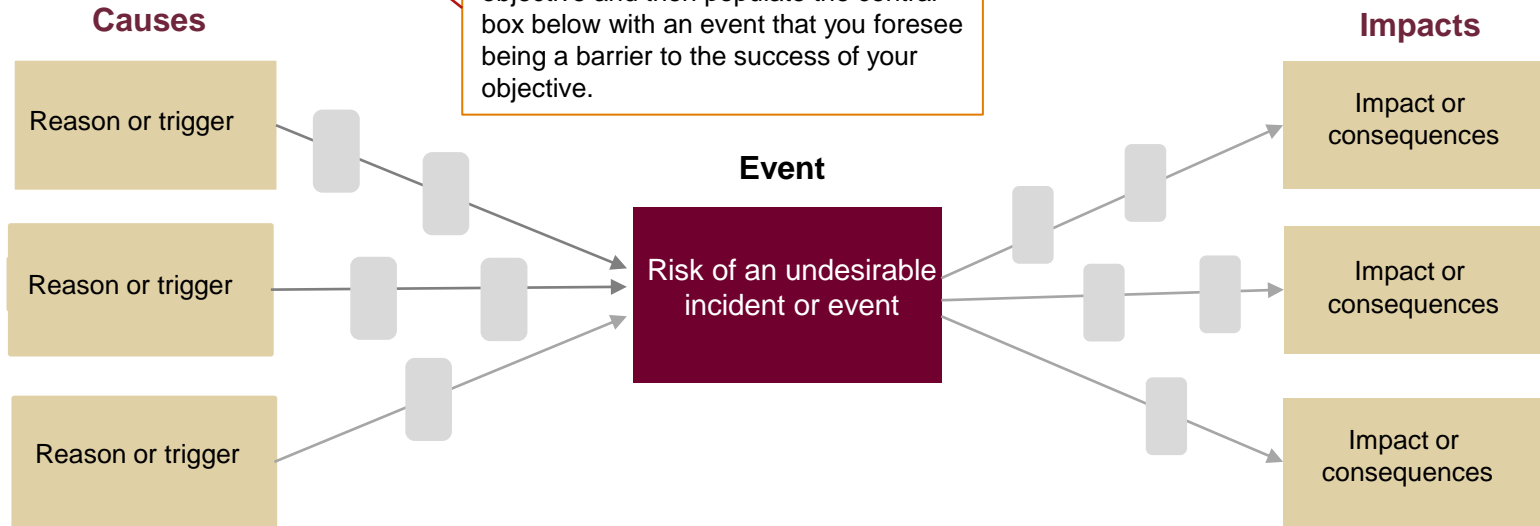


# Bow Tie Analysis

## Strategic Objective:

ERM is most successful when tied to strategic objectives. First, identify your objective and then populate the central box below with an event that you foresee being a barrier to the success of your objective.



## Risk Example – Employee Turnover

For this example we've used employee turnover as it is a risk that is likely going to be relevant to your unit, and has a wide range of mitigation strategies.

Describe  
the Risk

### Event

Resignation of key employee

### Causes

Poor culture, remuneration is uncompetitive, poor management practices, inadequate career development

### Impact

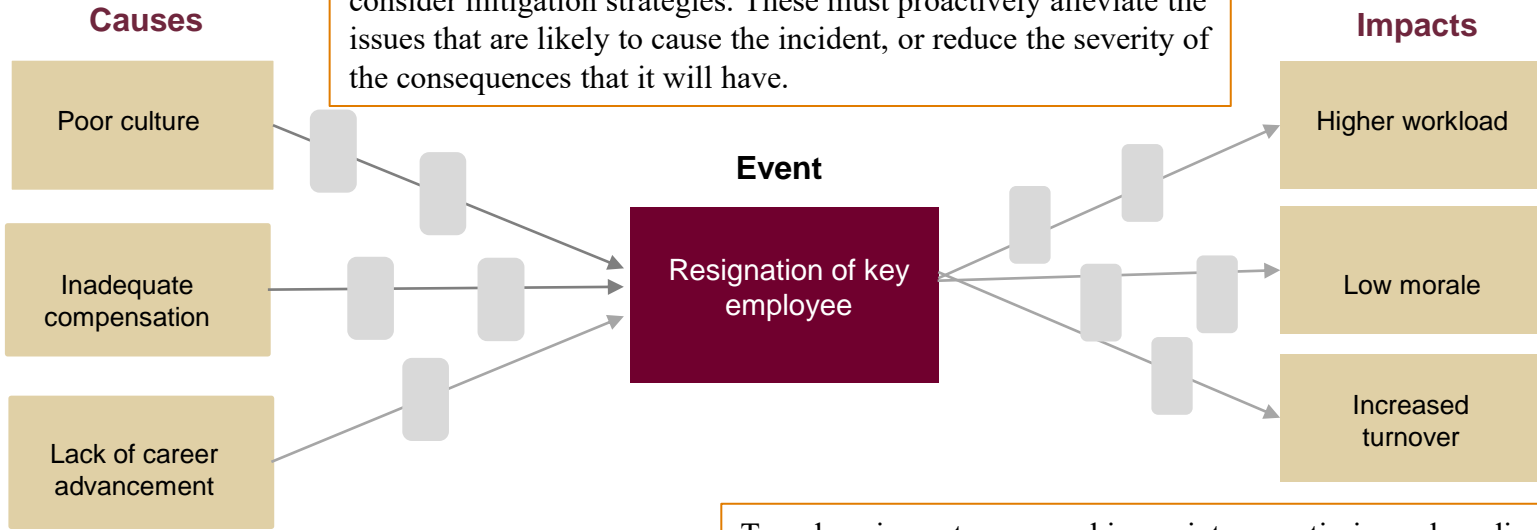
Increased strain on remaining staff, low morale

Consider ways to learn causes rather than speculating. For this example these can be learned through offboarding surveys.

# Bow Tie Analysis

**Strategic Objective: Remove barriers and expand financial access through financial aid, fundraising, and advocacy.**

Now that you've completed the analysis, you may begin to consider mitigation strategies. These must proactively alleviate the issues that are likely to cause the incident, or reduce the severity of the consequences that it will have.

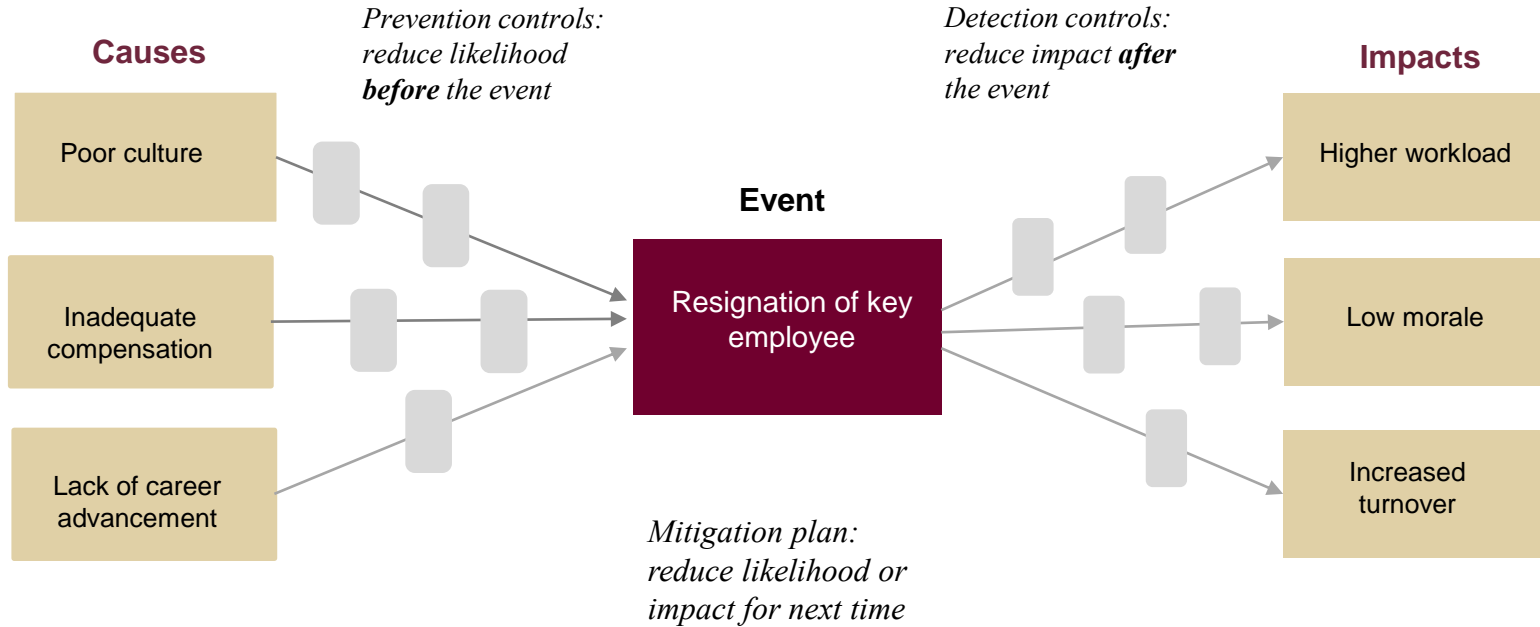


To reduce likelihood you may consider changing workplace culture, push for strategic pay raises, or offer a career ladder if budget allows, etc.

To reduce impact you may hire an intern, optimize onboarding procedures to reduce time spent training a replacement, you may even accept the impacts if your unit has the resiliency to handle it. The purpose of ERM isn't to mitigate every single risk, it's to systematically assess your risks and make conscious decisions regarding how you would like to manage them.

# Bow Tie Analysis

**Strategic Objective: Remove barriers and expand financial access through financial aid, fundraising, and advocacy.**



# Bow Tie Analysis

Strategic Objective: Try it yourself! We recommend focusing on your top-priority risks.

