

Motivating in A Risk-Aware Environment

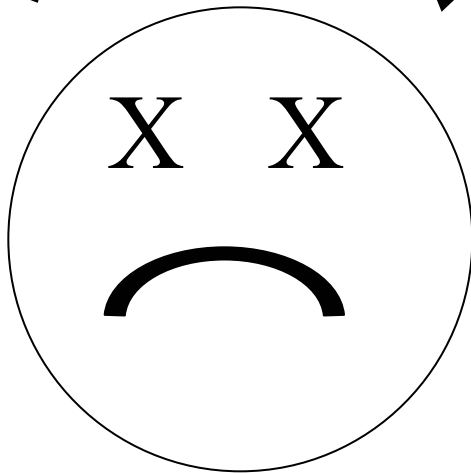
Risk Management as a Quality and
Motivational Practice

*Prepared for the London, Ontario Chapter
of the Project Management Institute®*

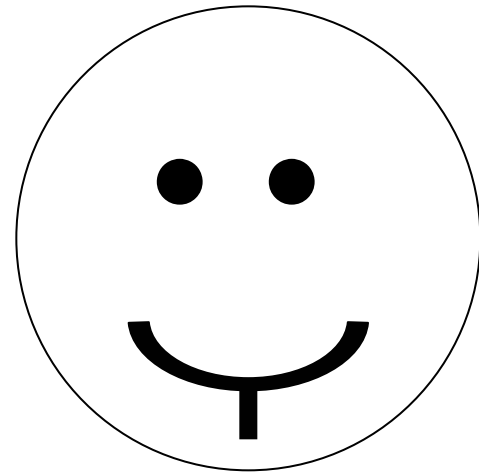
McGregor v. Ouchi

Theories X, Y, and Z

Theory X



Z



Theory Y

Moving Theory X to Y? COMMUNITY!



What Makes Up a Community... And what does *that* have to do with **RISK?**



Rules and Civil Behavior...

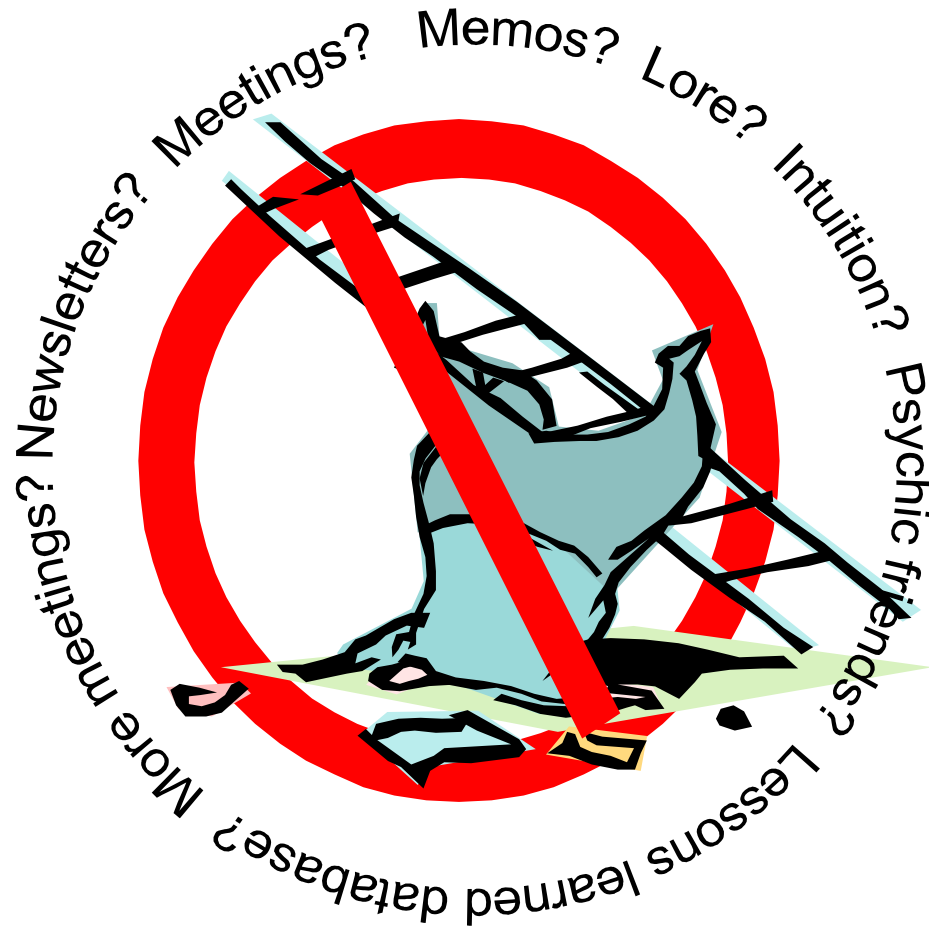
- Structure
- Organization
- Process
- Consistency
- *Protocols*



Rule 1? There are Rules!

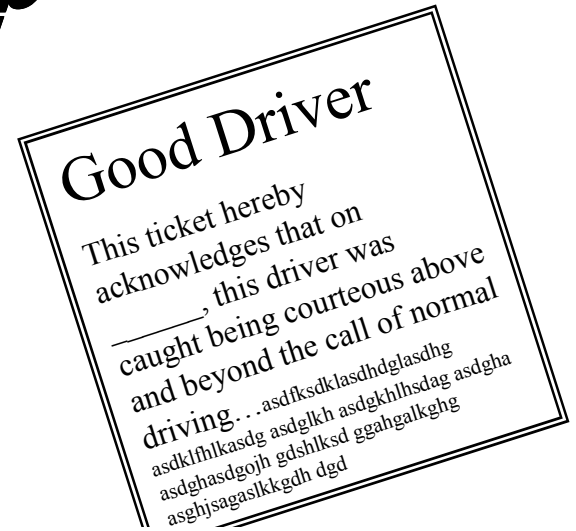
- What are your organization's risk rules?
 - No BFL – *Atomic labs, NM*
 - 15% is High – *Medical products, FL*
 - Public image is everything – *Midwest foods manufacturer, MN*
 - No rain on the pickle – *Southern California Edison, NV*

How do we communicate them?

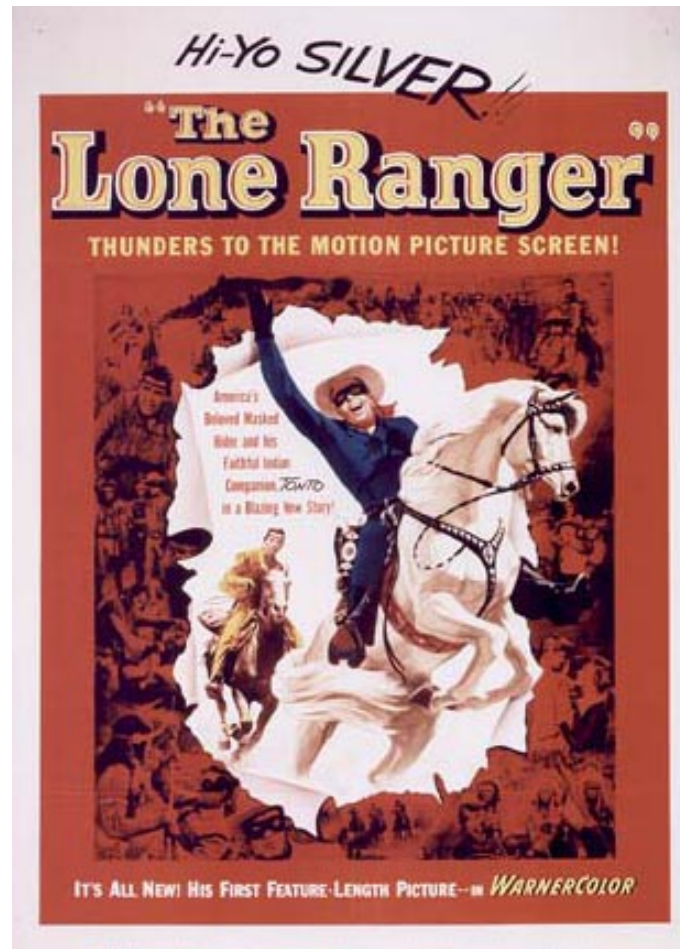


How Do You Incentivize? *And punish?*

- Consistently
- Through metrics
- Using a common language
 - High?
 - Medium?
 - Low?



Who Loses Under Theory Z?



The Lone Ranger is a trademark of Warner Bros.

Integrating with the PMBOK

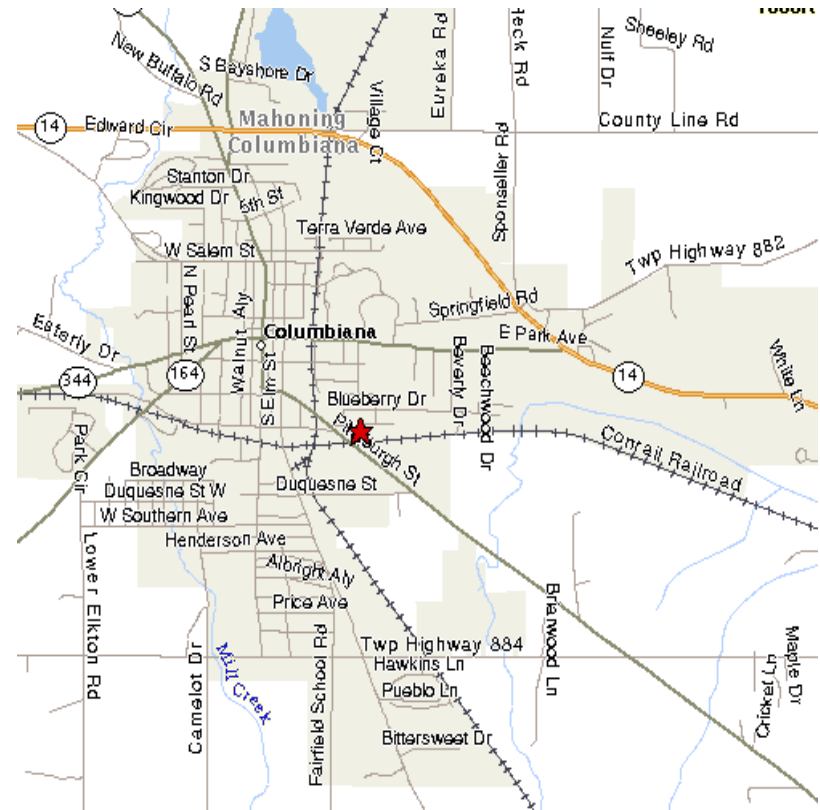
- Identification practice? Common approach
 - *Schedule is not a risk*
- Qualification? Common terminology
 - *High means...*
- Quantification? Common practice
 - *Math is math...*
- Response Development? Common values
 - *We avoid/accept consistently*

How does this Motivate?



It doesn't...this does...

- Acceptable paths
- Acceptable approaches
- Danger spots
- Common frames of reference...

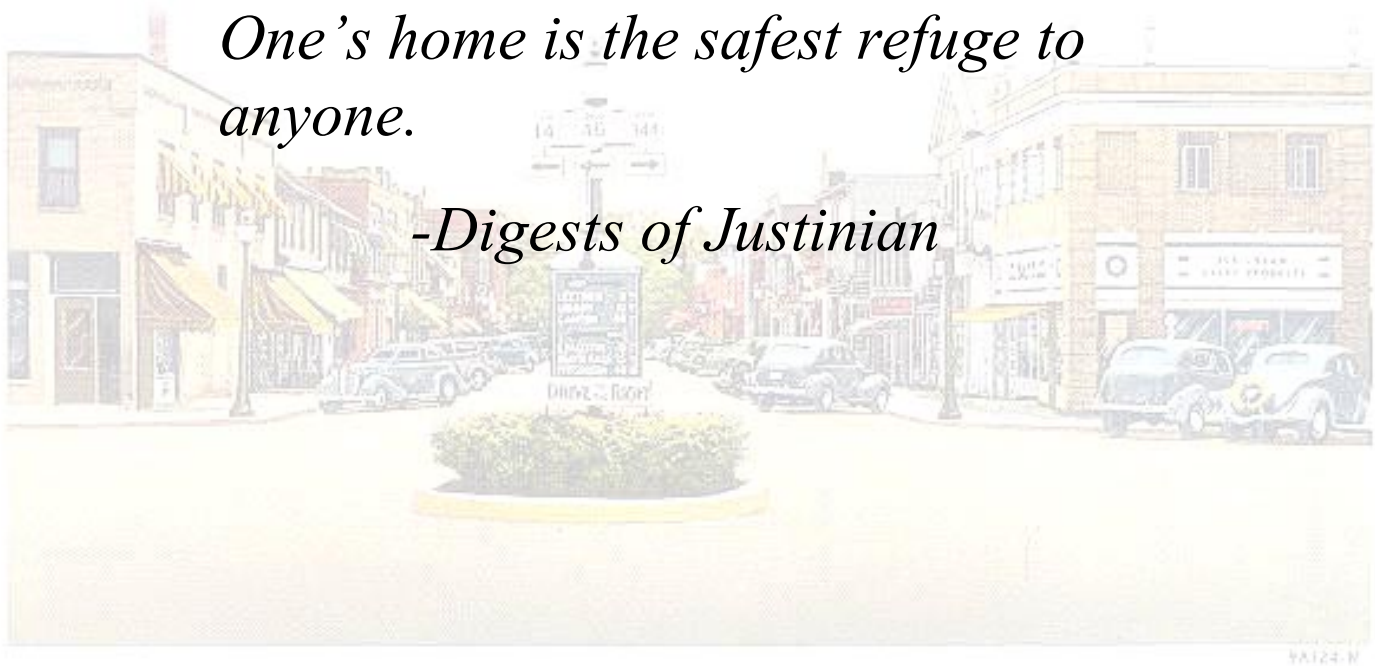


Home, Sweet, Home

Main Street from Square, Columbiana, Ohio

One's home is the safest refuge to anyone.

-Digests of Justinian



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Questions? Queries? Comments?

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