



We help your People Speak Up

Speaking Up on

- **Corruption**
- **Safety**
- **Harassment**

Creating A Speak Up Culture: Support for Leaders in Compliance, Legal, Audit & Risk

If you work in the Compliance, Legal, Audit or Risk functions, you encourage people to speak up and report unethical issues. Yet, you are aware of the barriers that may prevent them reporting, real or perceived: they fear retaliation or they don't believe reporting will make a difference.

When organisations don't have a strong "speak up" culture, problems stay hidden and grow, sometimes to alarming levels before leadership become aware. Corporate scandals like #MeToo, corruption, unsafe conditions and mismanagement could have been prevented or resolved early on, had the organisation had an open and safe Speak Up Culture.

A Speak Up Culture is one where every person feels safe to raise issues of concern knowing that they will be heard, and the issue resolved

A silencing culture poses a risk to an organisation's reputation, business and operations. People can get hurt. Ideally, you want to be aware of such issues at the outset so they can be nipped in the bud.

Speak Up At Work Limited
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Speak Up Consulting
www.speakupatwork.com

Speak Up Academy
Community & Learning
<https://speakup-academy.mn.co/>

Yet there are obstacles stemming from power dynamics, culture or a middle management that hinders "bad news" from reaching the top. The board discovers a problem through the media, by which time share price and reputation are impacted.

Human behaviour - ego centred and motivated by fear and reward, is not naturally inclined to open communication.

The good news? We can create and sustain a Speak Up Culture by making it safe - for employees, and even leaders.



Watch our [You Are Not Alone](#) video with global statistics on workplace bullying.

What Speak Up does

We help you make it safe for people to report concerns, so that you can address:

- Corruption, fraud and other illegal or unethical dealings
- Sexual harassment
- Racist conduct and discrimination
- Harassment and bullying
- Toxic work environments
- Safety of workers and the environment

We work alongside your team to help you:

- Identify and manage risks which can harm an organisation (specifically corruption, fraud, harassment and safety).
- Assess your Speak Up Culture to determine whether there are any *toxic* spots which prevent critical information reaching you and your leadership.
- Support you as change makers and your leaders in strategising and implementing a healthy workplace culture free of harassment and harmful behaviours.
- Communicate change across the organisation.
- Change mindsets within your leadership, middle management and teams on areas such as ethics, and safe and inclusive work environments.
- Support and motivate you and your key change-makers as they navigate the challenges of implementing organisational change, especially when there is resistance.
- Drive authentic leadership which builds trust within your organisation as well as enhance your reputation.

Supporting your change makers



Co-creating With You

How do we do this?

With our full array of experts, thought leaders and change makers from diverse industries, disciplines and regions across the world, we can offer solutions from a holistic view while zooming into your specific needs. We conduct:

- Conversations and talks with you, your leadership and employees.
- Assessment tools and surveys on healthy/toxic work cultures and gap analysis.
- Risk Assessments, not just a governance tool but a vital opportunity for people to raise concerns.
- Talks and workshops for your people.
- Sessions to design and co-create your Speak Up Journey: strategies and roadmaps in communicating, educating and sustaining a healthy workplace culture.
- Support Circles and Mastermind Circles for leaders, change makers and compliance teams, tailored for clients or through the [Speak Up Academy](#).
- Coaching for you, your teams and your leaders (individual and groups).

Our experts are worldwide, but with technology and easy interconnectivity, can be on hand to provide the solutions you need wherever you may be.

Our Style?

We believe in empowering your people by co-creating your strategies and training so that people take pride and ownership in making it work. We help you weave a Speak Up Culture within your existing structure and culture, working closely with your chosen change agents through challenges and resistance.



Who we are

Speak Up At Work Limited is incorporated in the United Kingdom with partnerships in Malaysia and an online global presence with thought leaders and change makers through Speak Up Academy.

Speak Up At Work is founded by Animah Kosai, a former general counsel from the oil and gas industry. She practiced law in Malaysia and is currently based in London, where she speaks, writes and advises on speaking up within organisations.

Kernan Manion MD is co-founder of the Speak Up Academy and is a retired US physician specialising in adult psychiatry and coaches physicians suffering burn-out.

Advisor, Grant Griffiths is a risk management, governance and compliance specialist. He is a member of the Institute of Risk Management, and serves as Chair of the Turkey Regional Group and Deputy Chair of the Energy Special Interest Group.

We have an array of consultants to support you, depending on your needs, including FCPA specialist Richard Bistrong, counter fraud specialist Neil Tyson, leadership coach Michael Banks, executive transformational trainer Carita Nyberg, workplace bullying specialist Linda Crockett and sexual harassment and safeguarding expert, Betty Yeoh.

**Our global
thought
leadership at
your door**

Next Steps

Let's talk. Contact Animah at animah@speakupatwork.com and we can chat about your organisation's current concerns and how we can support you.

Get to know us through the Speak Up Academy. The **Speak Up Academy** is a vibrant online global community bringing together global thought leaders, experts and change makers from diverse industries and disciplines to create a Speak Up Culture within organisations. We are present in 6 continents and invite leaders and key change makers in organisations to join the Academy.