



When you need people to speak up, we co-create the space

The Speak Up Journey for Organisations

When organisations don't have a strong "speak up" culture, problems stay hidden and grow, sometimes to alarming levels before the leadership become aware.

Corporate scandals like #MeToo, corruption, unsafe conditions and mismanagement could have been prevented or resolved, 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

These issues could be about unsafe or unethical practices which pose a risk to an organisation's reputation, business or operations, or harm people. Ideally, you want to be aware of such issues at the outset so they can be nipped in the bud.

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. The key lies in addressing areas of toxicity and creating safe space for both employees and leaders.

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/>



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

Safe Space

Co-creating With You

What Speak Up does

When you need your people to speak up, we co-create the space so you can address:

- Toxic work environments
- Harassment and bullying
- Sexual harassment
- Racial harassment and discrimination
- Corruption, fraud and unethical dealings
- Safety of workers and the environment

Speak Up provides safe spaces for the “speaking up” to take place:

1. **Speak Up Academy.** An 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 invite leaders and key change makers in organisations to join the Academy.
2. **Speak Up Circles.** We facilitate circles for leaders, managers and teams to normalise a Speak Up Culture, as well as focus on targeted areas. Here’s a sample to our [Speak Up Circle Guide](#) for women who have experienced sexual harassment.
3. **Listening Lines** (under development). We work with your existing internal or third party hotlines to include our first responders who listen to your people who need someone to talk to, especially if they have been harassed.

Speak Up co-creates safe spaces with you to make open conversations comfortable at all levels in your workplace. Rather than a one size fits all approach, 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.

We believe in empowering your people by co-creating your strategies and training so that it works for you.



Supporting your change makers

We 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 the leaders and as a health check.
- Support your leaders and change makers 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 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.

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 your leadership and employees.
- Assessment tools and surveys on healthy/toxic work cultures and gap analysis
- Risk Assessments, an accepted governance tool and an opportunity for people to raise concerns and mitigation measures.
- Talks and workshops.
- Sessions to design and co-create strategies and roadmaps in communicating, educating and sustaining a healthy workplace culture.
- Support Circles and Mastermind Circles for leaders and change makers tailored for clients or through the [Speak Up Academy](#).
- Coaching for your leaders and change makers (individual and groups).

Our global thought leadership at your door



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

Specifically on workplace harassment we:

- Review and survey your current environment and existing policies and processes to assess the level of harassment and vulnerable areas.
- Investigate and advise on harassment (individual and systemic).
- Provide support for employees impacted by harassment or a toxic culture.
- Train executives to respond to harassment reports with a human centred approach. This is suitable for HR teams.
- Talks and workshops for employees and leaders. Our workshops focus on mindset change and are cognitive behaviour based.
- Train the trainer, for organisations to run the workshops regularly themselves.

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.

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.