



*Your People Performance Partners*

# Complimentary Partnership



## Riskex Covers:

- Compliance
- Safety Culture
- Risk Quantification

## CIB Covers:

- Human Performance
- Capability & Friction Points
- Emotional, Relational & Behavioural Wellbeing

# Why We're Here

H&S has evolved.

So has HR.

So have your people.



- Rising psychological and operational strain
- Escalating absenteeism & presenteeism costs
- Higher staff expectations for support and culture
- Increasing costs of retention and replacement

# What CIB Does



*“We help operational leaders fix people-performance problems”*

- Burnout & Stress
- Manager capability
- Mental Health Absence
- Team Conflict
- Poor Communication
- Lack of trust
- Low alignment with goals and mission

# Why This Matters Commercially



Global studies are clear and consistent:

- Average £1700 per employee per year lost to presenteeism
- Up to 60% of incidents due to fatigue and other human failings
- High eNPS correlates to 2-3x productivity gains
- Wellbeing culture = safety culture = performance culture
- High perceived wellbeing means 50% less sick leave
- 15% improvement in profits with enhanced wellbeing support
- 44% of employees willing to quit toxic workplaces
- Only 33% of workers report “thriving” in their lives

# The Unique CIB Model



**“Arguably the world’s leading community of skilled and experienced wellbeing consultants”**

- 65 specialists across comms, culture, psychology & leadership
- Unique audit platform using the Thrive Index Framework™
- Continual ROI measurement
- All projects fully managed through CIB
- No need for extra headcount or permanent hires
- Fast deployment + Results

# How CIB Projects Work



**“Agile, customised and fully co-created with clients”**

Three Phases:

1. Discovery + Audit
2. Design From Audit Findings
3. Delivery + Measurement

# Phase 1: Discovery & Audit



## “14-Day Culture & Leadership Scan Using The Thrive Index Framework™”

- Measures staff attitudes to their role
- Establishes their feelings about leadership
- Identifies absence & stress patterns
- Highlights manager capability gaps
- Reveals cultural pressure points
- Creates full report of findings
- Provides quick wins for operational uplift

## Phase 2: Design With The Team



**“Round-table with leadership to discuss findings in the post-audit report from the Thrive Index Framework™”**

- Ensure consistent buy-in from key stakeholders
- Agree actions, starting with most urgent/impactful
- Establish management roles & budgets
- Assign CIB consultants as required

## Phase 3: Delivery & Measurement



**“Boots on the ground, transformation underway, and continual evaluation of ROI”**

- Leadership training programmes
- Stress & burnout coaching
- Return-to-work pathways
- Specialist interventions
- Communication & conflict support
- Drafting wellbeing policy
- Open feedback loop with all staff & leaders
- Re-auditing using the Thrive Index Framework™

# Case Studies



**“Most CIB clients insist on privacy through NDAs, but we can reveal outcomes without attribution”**

- 100,000-employee global shipping conglomerate improves psychological safety, comms gaps and lowers disputes
- National government highlights incredibly poor eNPS and huge absenteeism costs. Multi-year CIB engagement to tackle those markers
- International mobile phone provider with already excellent eNPS scores buys support for their new wellbeing & engagement lead.

# Working With CIB



## “Simple, Frictionless, Measureable”

- We identify core challenges + scope for improvement
- We agree priorities & actions
- We assemble the consultant team
- We handle project delivery end-to-end
- You get clear commercial outcomes

# Benefits To RiskEx Clients



**“Transforming Organisational Wellbeing, Saving Money, Making Money”**

- Strengthens safety culture beyond compliance
- Reduces human-factor risks
- Cuts absenteeism and presenteeism losses
- Helps leaders manage pressure sustainably
- Improves culture, communication & trust
- Supports organisational performance

# Why RiskEx Partnered With Us



## “Human Risk Is A Business-Critical Metric”

- Riskex - systems, compliance, reporting
- CIB - human performance, behaviour, capability
- *Together* - a total-risk & total-performance solution

# Typical First Step



**“A quick triage call to identify key performance risks”**

- Open discovery - what's on your mind?
- CIB can share organisation/sector-specific research
- Discuss scope for audit using the Thrive index Framework™

## How To Move This On



**“If you want to talk - we want to talk”**

- Contact your Riskex account manager
- Or, [jonny@cib.global](mailto:jonny@cib.global) responds to every email within the working day!



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