

Identify Misconduct Before It Happens

Introduction to CEB RiskClarity: A Corporate Integrity Service™

CEB RiskClarity identifies hidden risks by assessing an organization's culture of integrity and uncovering observed types of employee misconduct.

More than half of observed misconduct is never reported by employees, and fewer than one in eight instances are reported to Legal or Compliance. Organizations with stronger ethical cultures, however, see fewer instances of misconduct and higher reporting rates.

Three Ways CEB RiskClarity Delivers Value

1 Target Specific Areas of Employee Risk Quickly

Organizations that encounter a significant business change (e.g., acquisition, entering into new markets) can conduct a targeted assessment of cultural and misconduct risk within a smaller segment of the employee population to address specific risks or assess country-specific concerns.

Best Time to Use: After a merger or acquisition; after entering a new market; after changes in senior leadership or other disruptive changes

2 Perform an Enterprise-Wide Cultural Assessment

Organizations can use CEB RiskClarity to assess their culture, identify cultural weak spots that present increased risks, and manage employee misconduct before it occurs.

Best Time to Use: Any time to obtain a baseline of corporate culture and integrity or to benchmark culture and misconduct against peers; when creating an action plan to reduce misconduct within your organization

3 Uncover Root Causes of Employee Misconduct and Manage Them Proactively

Organizations seeking a better understanding of what type of misconduct occurs within their organization (and, more importantly, why it occurs) use CEB RiskClarity to determine the root cause of specific cultural and operational issues that lead to the most common areas of misconduct within their organization.

Best Time to Use: After a corporate crisis, where action is required either by the board or regulators; when predictive metrics are required to track and mitigate misconduct

Business Benefits

- Establish a culture of integrity by unblocking the channels through which employee concerns should flow.
- Flag cultural weak spots that increase risk and hide strategic opportunities.
- Develop action plans that quickly mitigate newly identified risks.

Learn From Your Peers

- ~525,000 Participating Employees
- ~130 Participating Companies
- 20% of the Fortune 100
- ~115 Countries Represented Across Six Continents



Contact Us

Phone: +1-866-913-8103

E-Mail: Compliance.Support@cebglobal.com

Web: cebglobal.com/RiskClarity

CEB RiskClarity: How It Works

Through the online and paper survey, employees in all functions and levels assess the company's ethical culture based on approximately 30 climate-related and 5 demographic-related questions.

Organizations will receive a customized report that includes the following details:

- Quantitative data regarding the strength of your company's culture of integrity
- Indicators of how susceptible your company is to multiple risk areas
- Levels and types of risk areas observed by your employees in the past year
- Rates at which employees report noncompliance and the channels they use to do so
- Prescriptive guidance and tools to address identified gaps and opportunities

Which CEB RiskClarity Engagement Is Right For You?

	CEB RiskClarity Foundations	CEB RiskClarity	CEB RiskClarity Select
Applicable Audience	Segment of employees	Entire employee base	Entire employee base
Use of CEB RiskClarity Survey Questions	Standard set of questions	Questions may be customized.	Questions may be customized.
Survey Format	Online only	Online or paper	Online or paper
Delivery of Results	Phone	In person	In person
Post-Survey Services	Standard action plan included	Customized action plan with additional resources to help address major cultural risk areas	<ul style="list-style-type: none"> ▪ Customized action plan with additional resources to help address major cultural risk areas ▪ On-demand support to ensure progress is made against key objectives following delivery ▪ Facilitation of a workshop to determine the root cause of key compliance and cultural failures and to provide metrics and key risk indicators to proactively identify and measure potential risk issues

Identify Key Compliance Risks, Such As:

- Accounting irregularities
- Alcohol/drug abuse
- Business information violation
- Conflict of interest
- Data privacy violation
- Discrimination
- Fraud
- Harassment or bullying
- Improper payments or sales
- Insider trading
- Preferential treatment
- And more



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