



CASE STUDY BRIDGING SILOS: BUILDING CONNECTION AND CLARITY WITH THE RISK TYPE COMPASS

AT A GLANCE

CLIENT: UK-BASED
CONSULTANCY FIRM WITH 220+
RISK PROFESSIONALS

DIVISION: RISK MANAGEMENT

CHALLENGE: SILOED SENIOR
LEADERSHIP LIMITING
COLLABORATION AND
DECISION-MAKING
EFFECTIVENESS

INITIATIVE: "CONNECT WITH
PURPOSE" – FOSTERING
PURPOSEFUL, CROSS-
FUNCTIONAL CONNECTION

SOLUTION: DEPLOYMENT OF THE
RISK TYPE COMPASS ACROSS 22
SENIOR RISK LEADERS

SUPPORT PROVIDED: INDIVIDUAL
PSYCHOLOGICAL FEEDBACK AND
FACILITATED TEAM WORKSHOP

OUTCOME: IMPROVED SELF-
AWARENESS, TEAM COHESION,
AND BALANCED DECISION-
MAKING

OBJECTIVE

To "Connect with Purpose" by enhancing collaboration and mutual understanding among senior risk management leaders. The client (CRO) was looking to establish connections between operational silos, enabling more effective, purpose-driven decision-making to support the business, its clients, and regulatory stakeholders.

SOLUTION

To support the "Connect with Purpose" initiative, 22 senior leaders within the risk management division were invited to complete the Risk Type Compass assessment. Each leader then received individual feedback from PCL psychologists, gaining insight into their own risk instinct and decision-making style. This self-awareness laid the groundwork for a facilitated team event, where the group explored how differing Risk Types could be intentionally leveraged to enhance collaboration. The Risk Type Compass provided a shared language and framework for understanding diversity in risk instincts, helping leaders connect more purposefully, communicate more effectively, and make more balanced, informed decisions as a cohesive leadership team.

OUTCOME

- Increased self-awareness among senior risk leaders regarding their individual risk instincts
- Improved mutual understanding across the leadership team, reducing siloed thinking
- Enhanced collaboration and communication using a shared framework (Risk Type Compass)
- More balanced, well-rounded decision-making through intentional inclusion of diverse perspectives
- Strengthened alignment across the risk function in support of business, client, and regulatory objectives
- Established a foundation for wider cultural change across the 220-person risk function