



Injury Schemes Seminar*

Balancing Outcomes

10–12 November 2013
Sheraton Mirage Gold Coast

* Formerly the Accident Compensation Seminar



**Actuaries
Institute**

**Call for Papers
and Presentations**

SYNOPSIS

WORKPLACE RESILIENCE

Fred Cicchini

Key words: Workplace resilience

Synopsis:

Given the rise of psychological injury in the work environment, Employers, Insurers and rehabilitation professionals alike have an ever increasing requirement to find effective measures for early intervention and a platform on which to structure return to work. The role of interpersonal and organisation resilience may provide meaningful practical answers to both.

A Resilience culture or organisational system, is a system that can firstly identify risk in advance of incident and further more adapt or self-regulate in response to risk in a goal directed and functional manner so that risk response becomes an opportunity to build systems that are intrinsically stronger and more response than they would otherwise be if they were simply focused on risk resolution. Resilient organisations are characterised by innovation and the engagement of staff in the innovation process. Resilient individuals know how to manage interpersonal stressors, when to seek assistance and how to develop in the face of adversity.

Fred Cicchini, will deliver a discussion on what resilience in the vocational context looks like, how individuals and employers can enhance their resilience, how resilience can become an early indicator of risk and how to build resilience into a return to work model. Vocationally driven and irreverent Fred will challenge the way you perceive psychological injury and your response to it.