

PREPARE: EARLY DETECTION

Detect warning signs before they become disruption.

Prepared leaders turn awareness into prevention and readiness.

PREPAREDNESS STARTS WITH LISTENING.

Early detection helps leaders identify risks, address vulnerabilities, and act before manageable challenges escalate into significant disruption.

01

NOTICE EARLY INDICATORS

Employee concerns, near misses, safety incidents, communication breakdowns, and declining morale can signal emerging risk.

02

CREATE VISIBILITY

Listen to frontline employees, encourage reporting, conduct routine assessments, and foster psychological safety to speak up.

03

ACT BEFORE ESCALATION

Track performance and risk indicators, address vulnerabilities, and intervene while challenges remain manageable.

FROM WARNING SIGNS TO PREPAREDNESS

Early detection cannot prevent every crisis, but it strengthens confidence, continuity, and resilience.

WHAT LEADERS NOTICE	HOW LEADERS RESPOND	WHAT LEADERS BUILD
A concern is raised Employees identify a signal that needs attention.	Listen, assess, and respond Create space for concerns to be discussed openly and acted on early.	Awareness Psychological safety and organizational vigilance grow.
Patterns begin to emerge Risk, performance, or morale indicators point to vulnerability.	Address vulnerabilities Use routine assessments and data to guide proactive action.	Prevention People and resources are better protected.
A challenge surfaces Personal, operational, or cultural pressures require leadership attention.	Intervene while manageable Coordinate support before the challenge becomes a crisis.	Confidence Continuity is strengthened and leaders are better prepared.