

# People & Risk – key elements

When looking at the various activities and areas of focus for organisations seeking to actively manage people and risk it is useful to consider this in two separate groupings. People related risks that are linked to the area of growth and profitability: typically these are associated with business change and are related to the sorts of things organisations do to improve performance; and those risks that fall more into the compliance and sustainability area: typically these are those things companies do to remain in business and to protect their people, assets and reputation.

## Growth and Profitability

**Capability and skills:** audits, development, strategic recruitment; resolving skills shortages, innovation, diversity

**Motivation and Retention:** audits, strategies, reward and recognition

**Mergers and Acquisitions:** organisation and people elements; due diligence, liabilities, integration, organisation

**Organisational Design:** governance structures, growth strategies, HR strategy

**Organisational Culture:** management behaviour, commitment, change capability

**Performance:** high performance teams; systems, leadership, feedback, coaching

## Compliance and Sustainability

**Health and Safety:** behavioural solutions, training and education, employee responsibility

**Legislative Compliance:** audits, strategies, policies, procedures, training, sustaining

**Business Continuity Management:** disaster contingency, communication, post trauma counselling, systems and training

**Cost leadership:** cost effective employment practices, restructuring, best practice

**Brand and Reputation:** employee contribution, employer of choice

**Absence management:** policy and practice, training and education, best practice, measuring and improving