



PEOPLE RISK

A human perspective

CHANGE AS AN HR RISK

My point of departure...



ENABLING HR DEPARTMENTS TO DEAL
WITH PEOPLE RISK AS OPPOSED TO
CHANGE AS RISK

HR RISK

Human Resource Risk has been corporatised to the extent that we don't recognise the individual anymore. People have become a variable that must be managed methodically and systematically in the work place.

This loses the rest of the individual.

You have to deal with the whole person – and all that they come with...



ONE DIMENSIONAL

Just because corporates require one aspect from you does not make you that singular thing

PEOPLE RISK

There are various people risks. These are just some of them;

Unemployment

Creates a feeling of helplessness, no social justice and financial security

Poverty

Makes you stay in an abusive relationship –including the workplace, which may lead to malicious compliance

Depression

Despair, lack of hope/sense of justice

Fear

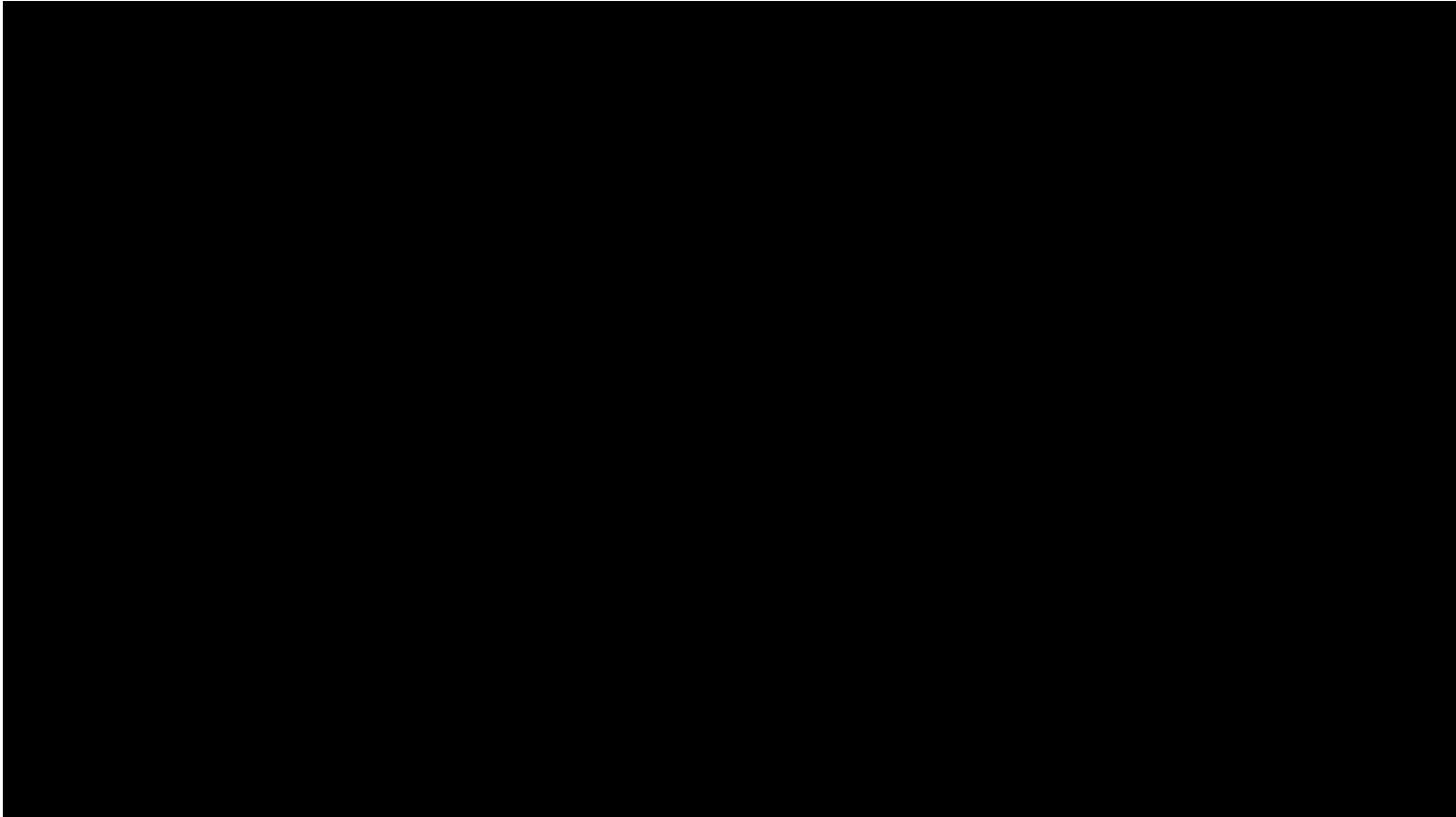
Paralysis, indecisive

Grief

Response is very personal

Anger

Violence, aggression, domineering



WHAT DO INDIVIDUALS
BRING TO WORK

ANGER

Impact on the company:

- Terrible customer service
- Poor relationships in the workplace
- Abusive, domineering behaviour
- Out bursts that affect others in the work place affecting company morale
- Misuse of energy. Anger is energy that is misdirected as you focus on that instead of applying that energy to delivery
- Frustration
- Jaded

DEPRESSION

Impact on the company:

- Forgetful
- Uninterested
- Prone to mistakes
- Sick leave
- Risk of loss of human capital –suicidal

*betrayed. lost. angry. unloved.
lonely.*

abandoned. confused.

worthless. defeated.

:(like I'm a failure.

depressed. unhappy.

*trapped. constricted. broken.
used.
hated!*

DISENGAGED

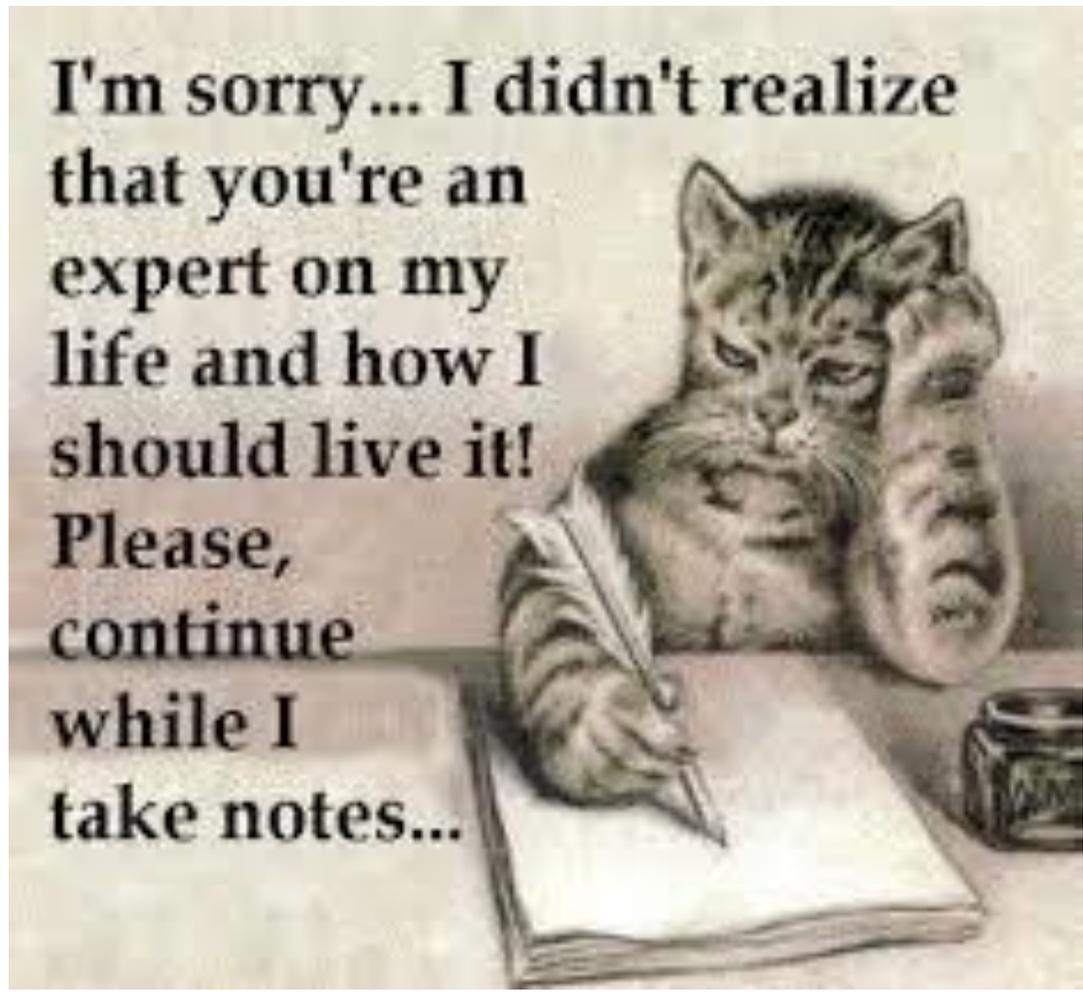
Depression

**CHANGE
BEGINS WITH**

me.

**THE ACT OR INSTANCE OF
MAKING OR BECOMING
DIFFERENT**

make or become different



DISENGAGED

Anger

PROPOSED SOLUTION

The tools are there, start applying them to the individual in entirety

People will change by seeing the light or feeling the heat

- CV –take note of the person, where they have been and where they want to go
- Interview–interview the PERSON not the TITLE
- Assessments– read to understand the person in the context of their life and their potential fit in the organisation
- Induction– make it an interactive process and not a short course on the company
- Managing the individual – see them as holistic individuals with dreams and aspirations. If you get this right you have loyalty and dedication for life...



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