

# Resilience in the Workplace

HC RiskMonitor©



*One of the tests of leadership is the ability to recognize a problem before it becomes an emergency.*

~ Arnold H. Glasow

**In today's business world, turbulence is the new normal. With an ever-changing corporate landscape, it is even more important to have your finger on the pulse of your organization, because certain factors might be putting your business at risk.** Global organizations have been monitoring employee satisfaction and engagement in an effort to better understand the drivers behind what motivates employees and drives top business performance. Using risk-management methodology, the *HC RiskMonitor©* is a proprietary tool that enables you to identify main areas of human capital risk in order to better understand and mitigate them. If you want to maximize resilience for your workforce, you must first pinpoint the areas of the overall work experience that need improving.

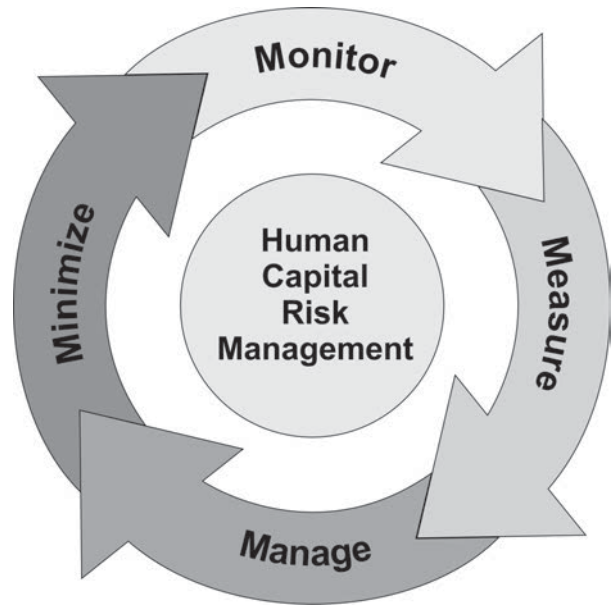
The 'do more with less' mentality and coping with constant change can take its toll on your people. The **HC RiskMonitor©**, can help you monitor your organization to better understand how your teams are 'holding up' in today's business environment and help you recognize problem areas before they become a real business risk. It is often your most highly motivated and passionate employees who are most at risk during times of stress, causing them to be less productive, leading to lower quality work and lower performance overall. Talented individuals may leave your organization without you *really* knowing why. In the same way you work towards identifying and minimizing your other organizational risks, your people-related risks need to be monitored and controlled in order to maintain your high performance culture. The *HC RiskMonitor©* helps you identify early warning signs and find the balance between a healthy organization and one at risk.

We can help you pinpoint the areas in which your HC (Human Capital) might be at risk, and guide you through a process that will enable you to create an environment that drives performance, reduces your HC risk and promotes long-term performance - taking a preventive rather than reactive approach.

Read more...

# The HC RiskMonitor©

## Methodology



### Monitor the risk

We begin by understanding the business challenges your organization faces and putting them into a Human Capital perspective. We then help you communicate with your workforce to let them know you intend to minimize the risk of burnout and create a working environment that encourages resilience and healthy performance in order to reach your company objectives. We help you get employees involved with the solution by conducting a survey-style **HC Risk- Monitor©** that evaluates and assesses the current risk of burnout among your employees.

The next step is to cluster the risks and determine the risk probability and impact. Together, we will create a **risk probability and impact matrix. We can do this for individuals, a team or an entire organization.**

### Measure the risk

We can measure the potential benefits that can be gained by minimizing these risks and the possible impact if we do not. We do this using carefully selected measurement tools such as focus groups, brainstorming sessions, interviewing, root cause analysis and SWOT.

This information becomes your qualitative risk measurement in the form of the **Risk Register**. Now we begin helping you to manage the Human Capital risks in your organization.

### Manage the risk

The next steps require even more focused collaboration. As with any risk management process, it is essential to create a **Risk Response Plan**. Risk response planning is the processes of building your options and the actions necessary to animate those options in order to reduce the organizational risk of burnout and promote resilience. We help your teams determine the appropriate actions according to the significance of the risk.

### Minimize the risk

**Knowledge is power.** Once the root causes of the Human Capital risk are identified, we can set a process in place that will involve your entire organization in minimizing and, in many cases, eliminating the risk while building new ways to take advantage of engaging opportunities and building on the strengths of your organization. The objective is to support top performance in your organization by eliminating unnecessary risks along the way.

Creating a healthy and satisfying work environment is a win-win for everyone.



## Time Frame for Implementation

Whether your focus is on an individual, a team, a region or an entire organization, the process roadmap for implementation is the same. Only the timeframe is adjusted, depending on the number of individuals participating in the process. Here is the basic roadmap:

# Road-mapping the Process

A healthy and satisfying work environment is a win-win for everyone.

### MEET

Every HC Risk Management intervention is customized to fit your specific needs. We get to know you so we can work as partners.

### MONITOR

Once the level of intervention is decided, we set about administering the **HR RiskMonitor** to participants & conducting meetings or interviews as planned.

### MEASURE

The results of the **RiskMonitor** are compiled & analyzed in the form of your **RiskRegister**. We interview selected individuals to ensure accuracy as well as proper interpretation of your current company culture.

### MANAGE

Together, we build a **RiskResponse Plan**. We explore options that will not only reduce the risks we uncovered but also create a pro-resilience workplace.

### MINIMIZE YOUR RISK

Once we have identified your HC risks and completed our **RiskResponse Plan** with you, we are ready to involve your entire organization in minimizing HC risks while maximizing the strengths of your organization.



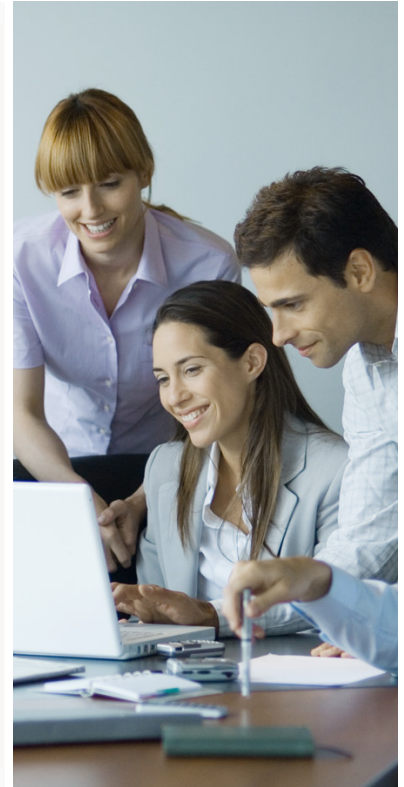
The same roadmap applies for 5 or 50,000 employees – only the timeframes change.

**Transparency is our mantra.** After our first meeting, we will begin preparing your customized roadmap for the project. You will clearly see the time, resources and costs required for each stage of the process. Whether it is a pilot program or a full organizational roll out, we will always know the exact deliverables and timeframe for each step along the way towards building an even stronger, more resilient workforce.

### About HCRiskMonitor© and our client relationship philosophy

All our consultants have spent many years working with major global organizations and understand the pressures and responsibilities of your position. We not only work in a consultative manner but **PARTNERSHIP is our key strength**. We can quickly acclimate to your corporate culture and keep the focus on your specific business needs. We are as flexible as your business needs require us to be. We never bring pre-conceived solutions or impose our business models on you. What we do offer is solid expertise and experience to provide you with the best possible consulting experience and unique methods to ultimately sustain a more resilient workforce.

Our associates come from a wide range of industries and we would highly value the opportunity to help you build and sustain a pro-resilience workplace.



## PROACTIVE BEATS REACTIVE EVERY TIME!

*Call us for more information and to find out if we might have a good basis for doing some business together. We are ready to partner with you!*

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