

Lecture one

Introduction: aim and scope

By the end of this module, the student will be able to provide inspiration, guidance and practical advice to Human Resources professionals about the contribution they can make to the management of risk within their organisations. We show how changing to a risk-based approach enables Human Resources professionals to enhance their contribution and add value to the organisation, increase their level of influence and provide a valuable input to organisational development. We also demonstrate how they can use a risk-based approach to develop themselves, both professionally and personally.

The module will describe how Human Resources professionals can contribute towards risk management, and introduce an approach designed from a group of renowned Professionals/Practitioners for identifying and managing risks within an organisation that Human Resources professionals, either directly or indirectly, can influence.

Core concepts, are described and referred to throughout the course, and we discuss how key aspects of managing people risk, or human-capital risks and Human Resources risks are vital to the creation of a strategy that will enable Human Resources professionals to increase their influence on an organisation.

This course will explain how- within Human Resources- to implement approaches that are risk-based and not just based on legal compliance. By risk-based we mean balancing the maximisation of opportunities and the minimisation of risks, not the too-often risk-averse legally compliant approach. This course is based on an extensive experience of a group of professionals to applying the approaches that will be described in these courses.

These courses enable students/readers to take advantage of that experience and knowledge to benefit them both professionally and personally, and to increase the success of their organisations if they are to employ these courses. They also prompt Human Resources professionals to create initiatives to increase their influence at higher levels of management decision-making, and therefore their added value, all within a business and risk management focused approach. The Human Resources function too often (like many other functions) undertakes its activities in accordance with its own self-image and based on 'external' perceptions and expectations of its contribution. This can cause many Human Resources professionals to contribute in a limited way, ignoring the potential contribution they can make to their organisation and to their professional and personal development. By changing to a risk-based approach, the Human

Resources function will be able to enhance its contribution, be increasingly seen as organisationally relevant and make a significant contribution to organisational development and the achievement of an organisation's strategy and objectives.

We believe that there are three groups that can benefit from the approaches outlined in these courses:

1 Organisations that are looking for a new approach to managing their Human Resources risks.

2 In-house Human Resources professionals and organisational development specialists who wish to understand the concept of risk management and the contribution that can be made.

3 Specialist external advisors on Human Resources and organisational development who are looking for an enhanced approach to assist their clients to manage their Human Resources risks.

***REF: EBOOKS EXPLORATION ESPECIALLY:FEDERATION OF EUROPEAN RISK
MANAGEMENT ASSOCIATIONS_John Stevens 2005, Frederic G. Reamer,2015**