

**Risk: Poor people management leading to resignations of key personnel**

Threats	
Threats	Preventative Barriers
Uncompetitive Remuneration	Annual benchmarking feeding into annual pay review
Poor people Culture	Agreed cultural norms tested by employee survey
Inadequate Career development	Annual personnel development review
Poor management Practices	Whistleblowing

Consequences	
Preventative Barriers	Consequences
Exit interviews with possible counter offer	Loss of key personnel
Clear succession planning identifying replacements	Difficulty in day-to-day management
Identification of consultants to cover	Inability to run new projects
Identify other personnel at risk: retention payments	Increased strain on other personnel

Escalation factors:	Preventative barrier
Pressure on people from stress of turnaround	Access to in-house counselling