

ABOUT YOUR PRESENTERS



Amanda Marais

"The time is Now, you do not find happiness, You make it."



Moné Clay

"Be fearlessly authentic and passionately curious."



ABOUT IQBUSINESS



+1000

Consultants Strong



+22 yrs

Delivery value to clients



Presence in

20

African Countries



800+

Average Projects per year



Level

1-BBEE



Founded in

1998

Business as a Force for Good



THE MISSING LINK



THE BIGGEST RISK WITHIN YOUR ORGANISATION IS...

The Human Factor

FACT

100%

**CUSTOMERS
ARE
PEOPLE**



100%

**INVESTORS
ARE
PEOPLE**



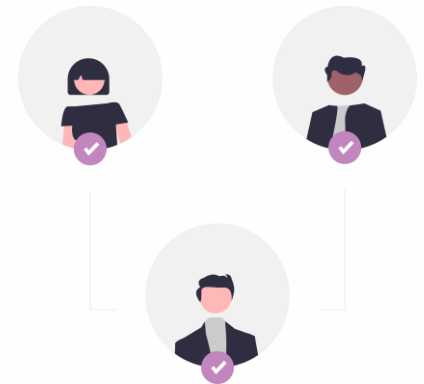
100%

**SHAREHOLDERS
ARE
PEOPLE**



100%

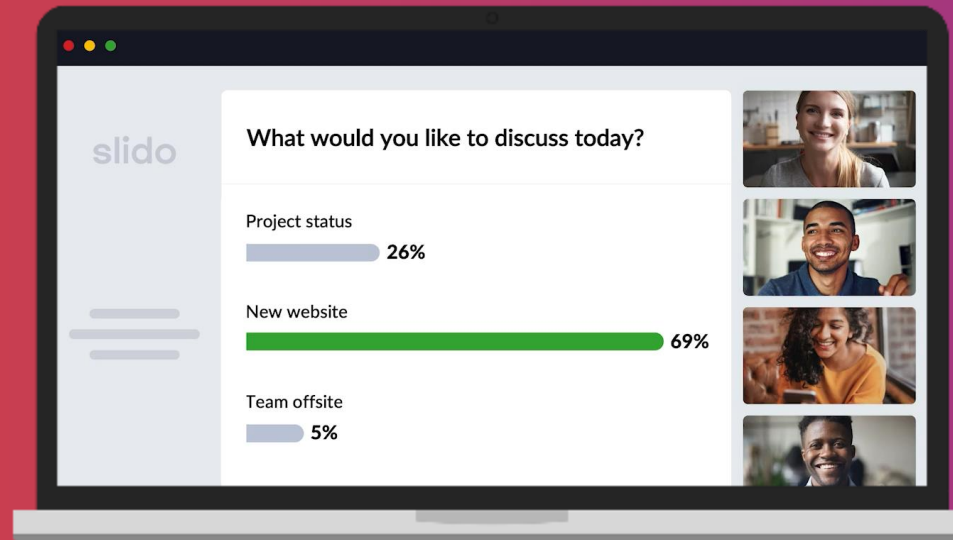
**EMPLOYEES
ARE
PEOPLE**



If you don't understand people, you don't understand business

CLICK ON THE LINK IN THE CHAT

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ESSENTIAL QUESTIONS TO INVESTIGATE:

1

**IS YOUR ORGANISATION
ALIGNED TO THE PEOPLE IN THE
ORGANISATION?**

2

**IS YOUR ORGANISATION AWARE
OF THE RISK IT IS FACING FROM
A HUMAN PERSPECTIVE?**

3

**WHAT IS YOUR ORGANISATION
DOING TOWARDS MITIGATING
THE HUMAN RISK FACTOR?**

AGENDA OUTLINE

1

Identify 

2

Review 

3

Respond



Identify

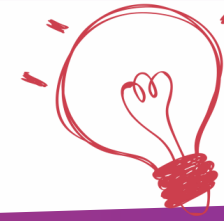
WHAT IS PEOPLE RISK?

People Risk

/ risk / people / Idiom [accountable, unaccountable]

the risk that people do not follow the organisation's procedures, practices and/or rules, due to feeling undervalued and/or disconnected, thus deviating from *expected* behavior in a way that could damage the business's performance and reputation.

2022 PEOPLE RISK “TRENDS”



Health and Safety

- ✓ Workforce exhaustion
- ✓ Deteriorating mental health

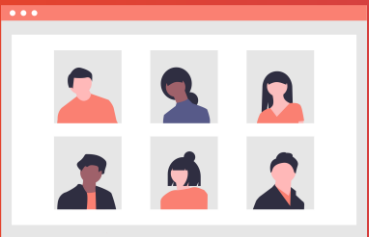
Accelerated Digitization

- ✓ Misalignment of People and Business strategy
- ✓ Skills obsolescence
- ✓ Processes over People
- ✓ Rules over Dialogue



Talent Practices

- ✓ The great resignation
- ✓ Succession and key-person risk
- ✓ Culture and Psychological safety
- ✓ Travel and Mobility



Environmental and Social

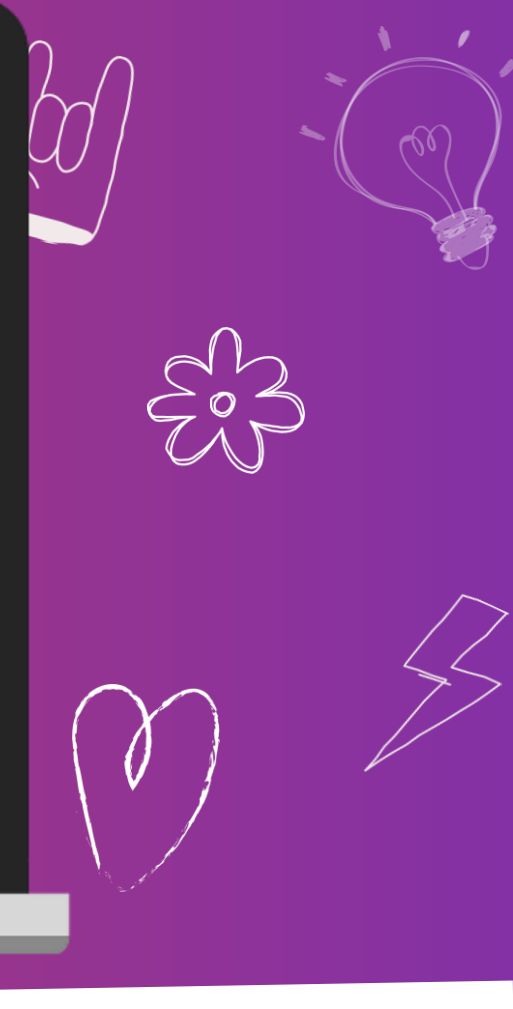
- ✓ Diversity, equity & inclusion
- ✓ Labour and employee relations
- ✓ New policies enforcement





Review

THE HUMAN FACTOR



TWO SIDES OF A COIN

Risk to Employees

- ✓ Burnout
- ✓ Fatigue
- ✓ Low Moral
- ✓ Poor Performance

Risk to Organisation

- ✓ Reputational
- ✓ Productivity
- ✓ Underperforming Teams
- ✓ Lack of Innovation
- ✓ Resignation
- ✓ Cost to hire



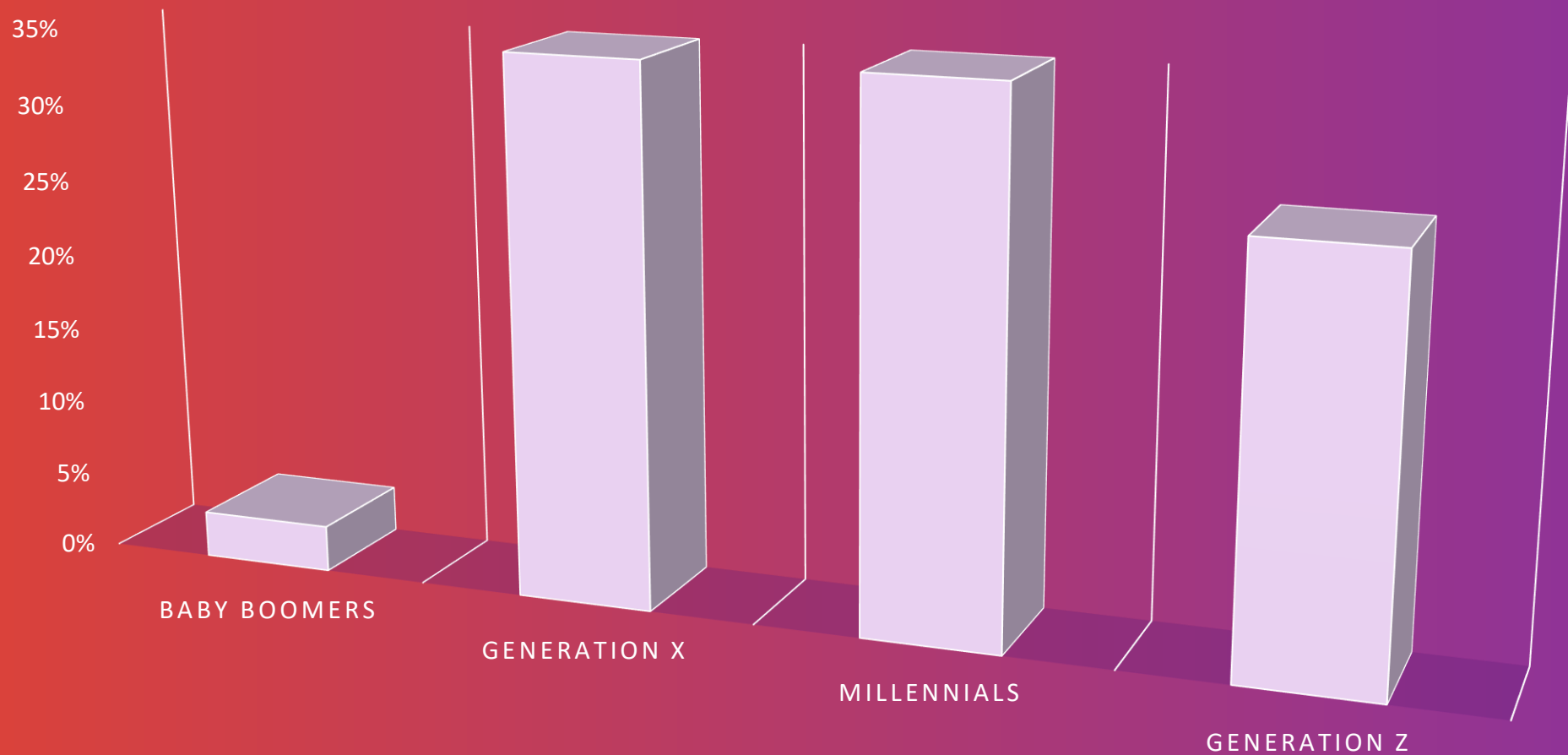
WHICH GENERATION ARE YOU PART OF?



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MULTI-GENERATIONS IN THE ORGANISATION

Global Multi-Generations of Employment



TYPES OF WORKPLACES

Integration



Corporate is King



Companies Care

Collectivism

Individualism



Innovation Rules



Humans Come First

Fragmentation

GETTING THE BALANCE RIGHT





Respond

ORGANISATIONS NEED TO

Be **NOW**
READY

Organisations = People = Risk

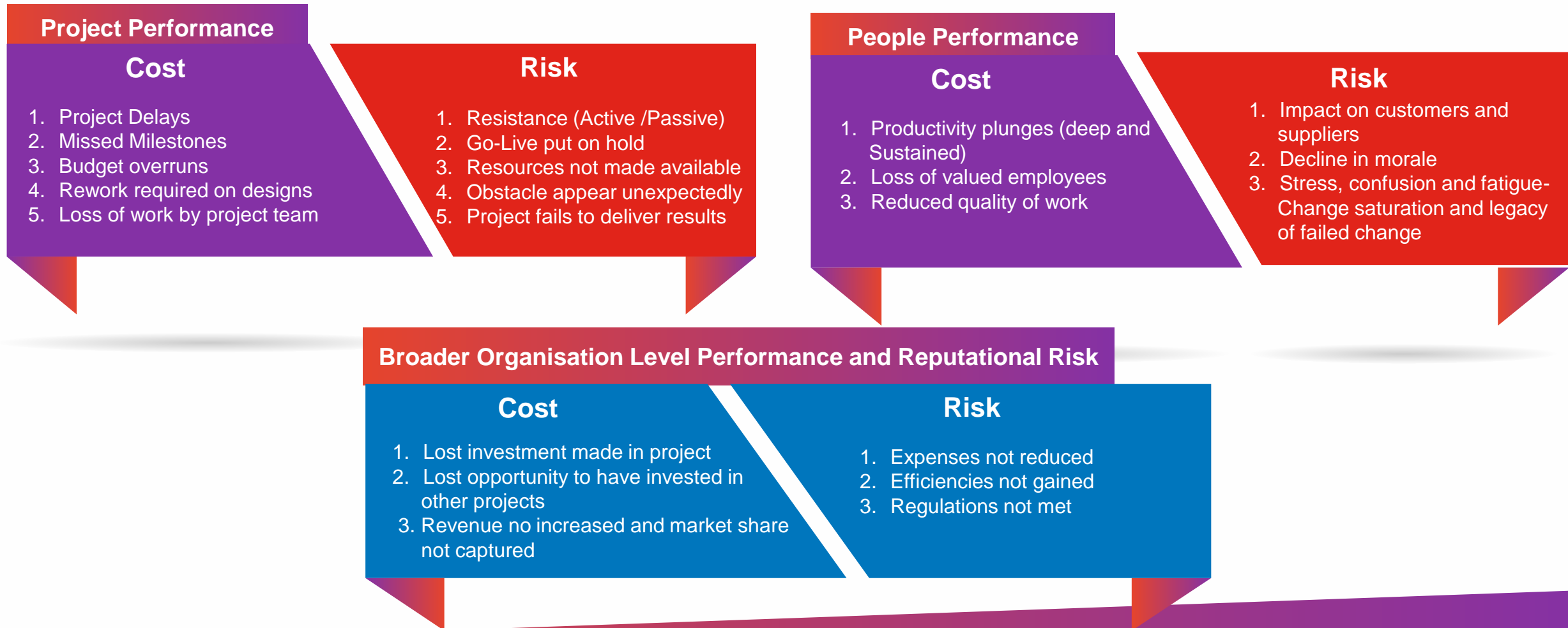


NOW-READY ORGANISATIONS



CASE STUDY

Ignoring or mismanaging the people risk has real consequences in the following three levels:



PEOPLE & CHANGE

*What we know about
People and Change*

Three Declarations: "Change is... People do"

- 1** Change is Challenging & People do resist change
- 2** Change is a Process & People do need to understand why
- 3** Change is Individual & People do need change leadership

EFFECTIVE HUMAN RISK MANAGEMENT

1

< COST

Helps us avoid the additional and excessive **costs**.



2

< RISK

Helps us mitigate the additional and excessive **risks**.



3

> PEOPLE

Helps us keep our **people** satisfied and will enable a HIGH-PERFORMANCE organisation.



WITH THAT SAID...

How

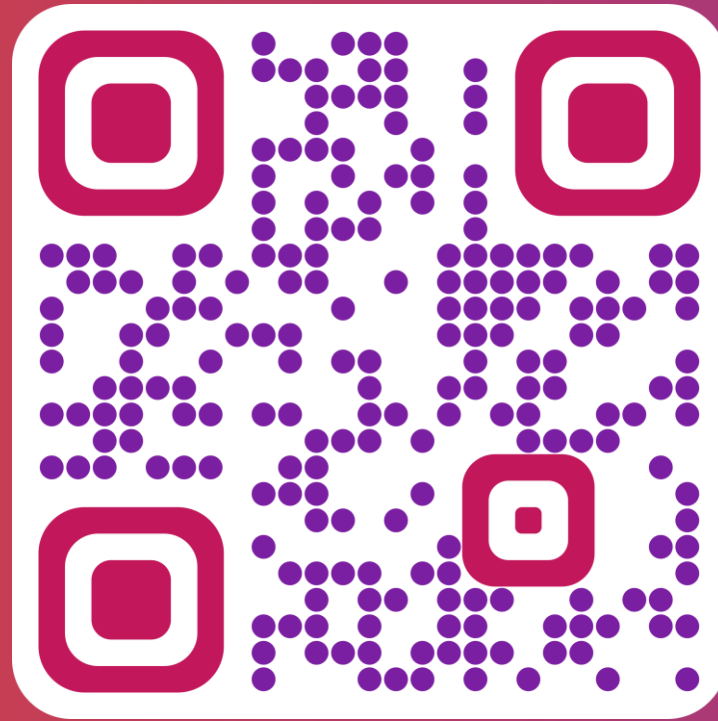
NOW

-READY

is your organisation?

ARE YOU READY TO BE A NOW-READY ORGANISATION?

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consulting | research | contracting



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Thank You

CONTACT US

IQbusiness Park

No 3
Third Avenue
Rivonia
Gauteng
South Africa
+27 11 259 4000

The Bridge

73 Juta Street
Floor 10 and 11
Braamfontein
Gauteng
South Africa
+27 11 259 4000

Cape Town

The Vineyards Office Estate
99 Jip de Jager
Welgemoed
Cape Town
South Africa
+27 21 461 9797

www.iqbusiness.net

