

Lecture one: introduction

Aim and scope

Based on a set of books authored by some prominent Professionals/Practitioners, these courses are derived to describe how Human Resources professionals can contribute towards risk management, and introduce an approach for identifying and managing risks within an organisation that Human Resources professionals can effect.*

By the end of these courses, the student will be able to afford motivation, guidance and real-world advice to Human Resources professionals about the contribution they can make to the risk management inside their organisations. We show how changing to a risk-based approach empowers Human Resources professionals to improve their contribution and add value to their organisation, increase their influence degree and offer a valuable input to organisational development. We also prove how they can use a risk-based methodology to develop themselves, both professionally and personally.*

Core concepts, are described and referred to throughout the courses, and we discuss how key aspects of managing people risk, or human-capital risks or in general 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 courses will explain how- within Human Resources- to implement approaches/methods that are risk-based and not just based on legal compliance. By risk-based we mean harmonizing 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 proposed approaches.*

One of the main objectives of this subject is to explain how to prompt(=provoke) Human Resources professionals to create initiatives to increase their influence at higher levels of management decision-making, and consequently their added value. The Human Resources function too often (like many other functions) commences its activities in accordance with its own self-image and based on 'external' perceptions and expectations of its contribution. This can limit the Human Resources professionals' contribution, 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 capable to boost its contribution, be increasingly seen as

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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 seeking for a new method 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 enriched approach to assist their clients to manage their Human Resources risks.

*REF: EBOOKS EXPLORATION ESPECIALLY: federation of Europe a risk management associations John Stevens 2005, Frederic G. Reamer,2015