

Questions to Consider When Evaluating the 'Five Hidden Risks of HR'



These risks are vitally important to understand for organizations to remain **compliant, safe, respectful, and long-lasting.**



1) Legal Risk – Compliance:

- Do you have employees located in different states? How are you keeping up with the state-specific compliance requirements?
- Many organizations have different groups responsible for Cybersecurity, how is your organization handling it?
- What worries you about the processes you currently have in place?



2) People Risk – DEIB:

- How would you say that your leadership team views ethics and diversity?
- If you had to assess your DE&I initiatives on a scale of 1 to 10, with 10 being the best – how would you assess it? What do you think could be improved?



3) Process Risk – Safety:

- How is your organization prioritizing the importance of creating a safe work environment?
- How is your legal team advising you on safety topics?
- How are you tracking all the training pertaining to these topics? How frequently are you reporting, and to who?



4) Systems Risk – Onboarding:

- Many organizations have different groups responsible for onboarding, how is your organization handling it?
- Do you have a mentor program in place? Why/Why not?
- How is your organization connecting your company's values and culture to the onboarding experience?



5) External Risk – Wellness:

- In light of macroeconomic uncertainties, how are you prioritizing employee wellbeing to avoid burnout and create a good work/life balance?
- There are various aspects that influence company culture, how does the idea of employee wellness play a part?
- How are you creating empathetic leaders capable of prioritizing wellness amongst their teams?

Additional questions you may want to be mindful of that apply at all hidden risks are:

- Who is the expert in your organization on all these areas?
- How are you ensuring that the training you provide in these areas are being retained and used?
- If you could change one thing about each of these programs in your organization, what would it be?

Disclaimer: Depending on your local and state government guidelines, your programs may need further considerations than what's outlined in this document

Get started building a modern compliance culture today that checks the boxes.