

Risk ID	Category / Element	Risk Short Title	Description	Desired Outcome	Current Situation	Proposed Strategy
C00482	T1 Project Scope	Change Resistance in a Mature, Tenured Workforce	A large, well-established organisation with long-tenured staff can be slower to change, increasing the risk of low adoption of new processes and systems.	A strong change strategy builds readiness, reduces resistance, and supports adoption through clear rationale, engagement, and reinforcement mechanisms. What Could Go Wrong? Shadow systems persist; non-compliant workarounds grow; productivity drops; process errors increase; benefits do not materialise.	Users are accustomed to established processes and tools, and the scale of change is significant across many organisations.	Invest in change leadership, stakeholder mapping, and local champions; run readiness assessments; address ‘what’s in it for me’; track adoption metrics and remediate hotspots.

Risk (three-part) Statement			Current Risk			Response Type	Manageability	Residual Risk	Risk Owner	Due Date	Close Date	Last Review Date Notes
Cause	Risk Event [uncertainty]	Consequence	Probability	Impact	Score (Pxl)							
Cultural and organisational inertia combined with large-scale process and role change.	Users resist or bypass the new system and processes during and after rollout.	Reduced benefits, increased operational risk, and prolonged stabilisation period.	4	4	16	Mitigate	3	12	Winter, David	08Nov26	Open	16Feb26
				H-1 C-1 Q-1 S-4								

Mitigating Actions / Response				
ID	Actions	Action Owner	Due Date	Close Date
#1	Assign Change Leadership and local champions throughout the projects organisation	Winter, David	17Apr26	Open
#2	Implement Stakeholder Management	Winter, David	17Apr26	Open
#3	Establish readiness assesment register. Setup adoption metrics, incentives and remediate hotspots.	Winter, David	17Apr26	Open

Last 10 RM Events (Meetings/Interviews/Workshops).

Mtg.	Date	Title / Person / Department	Objective	(0 Events held.)
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Comments

History

Top Risk	Summary	Top Risk Mitigation
Change Resistance in a Mature, Tenured Workforce		Invest in change leadership, stakeholder mapping, and local champions; run readiness assessments; address ‘what’s in it for me’; track adoption metrics and remediate hotspots.