

Risk ID	Category / Element	Risk Short Title	Description	Desired Outcome	Current Situation	Proposed Strategy
C00013 [06]	M1 Project Management	PHC as a Motivation Strategy for the Project Workforce. [Ref-C00008]	The value proposition that will attract the Project Owner to PHC Service is the first of two! This implements the PHC data structures and reporting mechanism, assigns accountability and forces transparency! There is no 'hiding' in a PHC project The second of the two is achieved by large incentive bonuses applied to a series of project milestones. Once the Project Owner is willing to fund these bonuses, putting the bonuses out into distribution needs to be done carefully to maximise workforce enthusiasm.	A motivated workforce all working enthusiastically to bring the project to an early close. <b>What Could Go Wrong?</b> A depressed workforce who do the minimum on the project just to keep their jobs.	The second phase of the value proposition has been tested in limited situations but never on a full PHC Service implementation. The Share out mechanism is developed and ready to deploy in stages leading to whole workforce buy-in.	1. On first project deployment explain the value proposition to the client on the basis that the service must be viable with stage 1, with stage 2 having 'small percentage' confidence. 2. Progressive implementation of PHC Shareout among PHC Consultants. 3. Open the PHC Shareout to selected project participants and demonstrate workforce motivation improvement to Project Owner. 4. Open the PHC Shareout to the entire workforce with progressively larger Project Owner share pots.

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)							
1. Project Owner won't fund the needed PHC Shareout mechanism for the later project phases. 2. Poor communication of the value proposition to the workforce.	Can't get Project Workforce motivated.	PHC Service value proposition doesn't get further that stage 1	4	4 H-1 C-1 Q-1 S-1	16	Mitigate	1	12	Winter, David	28Feb25	Open	15Oct24 Assuming the Project Owner agrees (in principle) to their contributing to the share out, we can go all out to get the project staff to join in with time chunks. Otherwise the PHC Service is NOT going to be a motivation to the staff, just 'no escape' from accountability. The 'stick only'- not any 'carrot'.

Mitigating Actions / Response						
ID	Actions			Action Owner	Due Date	Close Date
#1	Develop training module for value proposition.			Winter, David	25Jun24	Open
#2	Implement template PHC Shareout at the PHCC level with minimum funding, just to demonstrate the mechanism.			Winter, David	25Jun24	Open

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

Mtg.	Date	Title / Person / Department	Objective	(1 Events held.)
E0038	15 May 24	Agency Prospect Nigeria	Discussion to establish CENL Representation of Order Efficiency by Agency Agreement.	

**Comments**

26may24 - [new concern]

**History**

26may24 - [new concern]

**Top Risk** 6 **Summary**

Motivation of the workforce to give best performance throughtout the project.

**Top Risk Mitigation**

Project-wide communication of the value proposition and progressive implementation of the PHC Shareout.