Narrow the scope of your plan through Human Centered Design and employee engagement surveys.

Create a task force with timely and measurable goals.

JHPIEGO created a process to build this new culture, and suggested these steps:
- Conduct a ‘risk inventory’ to define your organization’s top forecasted risks.
- Develop techniques for assessing and communicating your risk forecast.

It’s important to understand the need for better risk oversight. GRF CPAs & Advisors outlined the following:
- HR plays a key role in working with that potential to design the future of work.
- HR can be a driving force in organizational transformation.

The Fund for Global Human Rights and Adaptavist presenters emphasized the need for HR departments to adapt:
- Technology, localization, globalization, the gig economy, changing global demographics, and COVID-induced unemployment.

Marissa Germain from Reedoe highlighted ways to manage compassion fatigue as an organization:
- Build awareness of when staff begin exhibiting red flag behavior including as irritability or anger, and chronic exhaustion.
- Encourage boundary setting, taking breaks, and other healthy practices.

StoneX presenters shared this advice:
- Stay informed of the latest developments by enquiring about free access to StoneX’s Global Payments Network.
- Emerging market financial systems have proven to be especially resilient.

International Youth Foundation presenters noted key ingredients to build trust:
- Invest in the right communications tech.
- Create social opportunities to encourage a staff culture of trust.
- Eliminate HQ leadership for local projects.