

Program: Date and Version: IPIP 1 April 20XX

Risk #	Program Component	Cause	Event	Impact	Category	Risk Owner	Probability	Impact	Risk Score	Trigger	Response
R-001	Delayed Adoption of AI Tools	Insufficient training and resistance from HR staff	Insufficient training and resistance from HR staff	Delays in achieving recruitment workflow optimization and slower realization of benefits		HR Director (David Lee)	4	4	16		Develop and implement a phased AI training program; appoint early adopters as champions; schedule refresher sessions
R-002	Cloud System Performance Issues	Inadequate performance testing; vendor delays	Inadequate performance testing; vendor delays	Increased downtime, reduced system scalability and overall operational efficiency		IT Director (Sandra Patel)	3	4	12		Allocate additional resources for thorough performance testing; set up real-time monitoring; engage vendors early for proactive support
R-003	Integration Challenges Between CRM & Legacy Systems	Complex legacy systems causing integration bottlenecks	Complex legacy systems causing integration bottlenecks	Delayed CRM automation rollout; potential reduction in customer satisfaction improvements		Sales Director (Michael Brown)	4	3	12		Deploy dedicated integration specialists; conduct early-stage integration testing; plan for iterative troubleshooting; schedule contingency time in the project plan
R-004	Budget Overruns	Unplanned expenses (e.g., vendor delays, additional resource needs)	Unplanned expenses (e.g., vendor delays, additional resource needs)	Potential scope reductions, delays, and strain on overall program financials		Program Manager (Raj Patel)	3	5	15		Establish strict financial controls and contingency funds; conduct periodic budget reviews; communicate closely with vendors to anticipate additional costs
R-005	Employee Resistance to Process Changes	Lack of engagement and reluctance to adopt new processes	Lack of engagement and reluctance to adopt new processes	Slow down in process improvement and longer adaptation period; potential reduction in efficiency gains		Change Management Specialist	4	3	12		Implement robust change management; conduct regular engagement sessions and feedback surveys; offer incentives and continuous support during and after transitions
R-006	Opportunity Risk: Early AI Adoption (Opportunity)	Early successful training and rapid adoption by early users	Early successful training and rapid adoption by early users	Accelerated benefit realization can cause resource imbalance if not managed appropriately		HR Director (David Lee)	3	4	12		Leverage early successes to scale training efforts; monitor resource allocation closely; adjust rollout plan to balance resource use across projects
Total Risk Score									79		