The scenario is that you are running a project and to deliver it successfully, you are relying on the skills of 10 key personnel. Their skills are in short supply and there is an active market for them outside the company. The impact on the project if they leave is large; and because of better pay and conditions available elsewhere, then the probability of them leaving before the end of the project is quite high. So we are dealing with a high impact/high probability risk. So you can choose to:

* **Avoid** the risk by doing your project differently using other, more common skills.
* **Mitigate** it by paying a retention bonus of pay rise to keep the skills in house until the project is complete.
* **Accept** it and deal with the turbulence if they choose to leave – then it becomes an issue.

or you could

* **Transfer** it by outsourcing that part of the delivery so the risk becomes someone else’s problem. At a suitable price, of course!