**Project Risk and Mitigation**

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The Project Risk which will be analyzed is interpersonal conflict. The likelihood of the risk occurring is low. Although the chance of the event occurring is low, interpersonal conflict can affect numerous aspects of the project. The Work Breakdown Structure, budget, schedule, and employee retention can all be toppled if interpersonal conflict gets out ill-disciplined. Most of all, the professionalism and reputation of the team can be critically demolished. A quality final product depends on a strong team bond. Fostering a team where everyone feels heard ensures a successful outcome with a less stressful environment.

Numerous aspects of the Project depend on the risk of interpersonal conflict. For one, scheduling is affected. One of the reasons is that team members become entangled with stress from interpersonal conflict. The team members may then begin to take numerous days off to avoid conflict in the workplace. On other occasions, disagreements or high tensions may take time away from daily tasks. Another effect may be that if interpersonal isn’t managed right, then team members may begin to resign. If Shila resigns, for example, Ana and James will then have to carry the weight of testing the front-end and back-end of the application.

It then takes time to hire another member and catch them up to speed. Therefore, compromising the quality or schedule of the project. The implications if the risk isn’t addressed can higher costs, extended times, and a scope that has completely veered off its tracks. The higher costs may arise because of taking time to hire another employee or an intense conflict resolution. The time it will take to complete the project is then extended while the situation resolves, and the scope of the project becomes impacted by potential distractions.

A plan is required to resolve interpersonal conflicts. The first great step is to bring awareness to the team early in the project. A small training course can be performed annually to refresh the team on interpersonal conflict resolution. Part of the program can define professionalism and ethics in the workplace. Another part can define the steps to resolving a disagreement or conflict. Organization is key to the program’s success. The dispute process should be handled by an outside party that does not have a conflict of interest. The steps to resolving an issue can begin by maintaining professionalism throughout the process. There can be two categories of escalation levels. Level one can be simple conflicts which can be resolved at the lower level and by easy conversations. Level two is at a higher level and requires involvement in HR and management. Regardless of the levels, there needs to be an open-door policy so that employees are comfortable with reporting conflicts of any type.

The proposed mitigation plan can avoid many of the problems previously mentioned. Although almost impossible to avoid, the risks of having interpersonal conflicts are greatly reduced. The time, budget, and scope of the project can be better handled with such mitigation. It may take a few extra hours of training time, and a minimal increase in costs, but the tradeoffs assure an effective risk management plan. The mitigation plan can assist with assuring a quality final product, along with professionalism at every level of every milestone.

The proposed mitigation plan is vital to the success of the team. Further on, if the team knows that there is an open-door policy for interpersonal conflicts, then perhaps their ability to remain professional can endure beyond the project. The team members will be able to rest assured that problems aren’t being swept to the side, or that their voices aren’t being heard. The success of the project depends on a strong bond and relationship between the team members. The Stakeholders may even find the risk mitigation intriguing. When all the parties are aware of the effort being put into the project team, then they can trust in well-developed applications with the utmost quality. The team can remain focused, and the Parties of interest trust can be stronger than ever.