

UK

# Turning people risk into a business opportunity

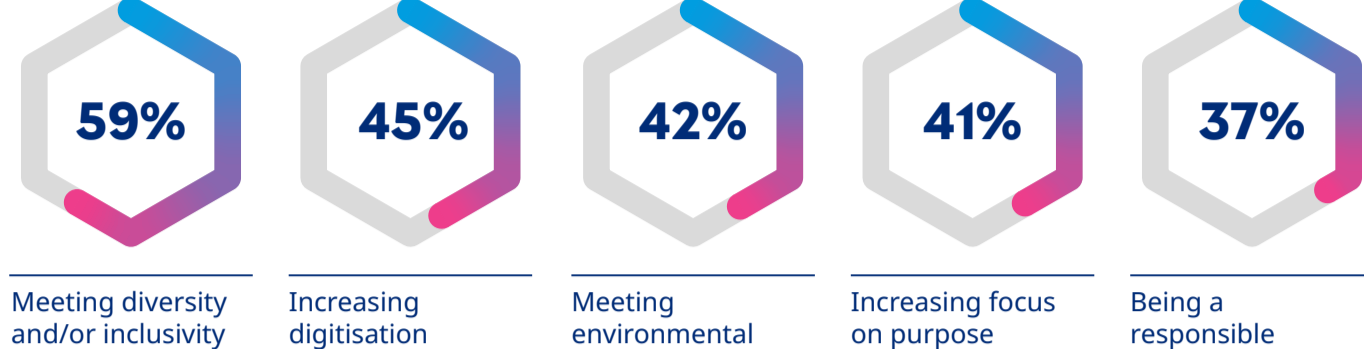
Two Mercer Marsh Benefits research reports demonstrate why tackling people-related risks is more important than ever.

*The Five Pillars of People Risk: Managing risks for workforce and business resilience* explores the highest impact risks that employers face today. Meanwhile, our *People risk: why the need for change is urgent* research, carried out with the Reward and Employee Benefits Association (REBA) examines how employers are under pressure to reprioritise resilience and sustainability.



For further analysis and UK people risk insights, please download our related report [here](#).

## Top 5 business challenges facing organisations in 2021



## Top 5 areas in which HR teams will increase focus in 2021



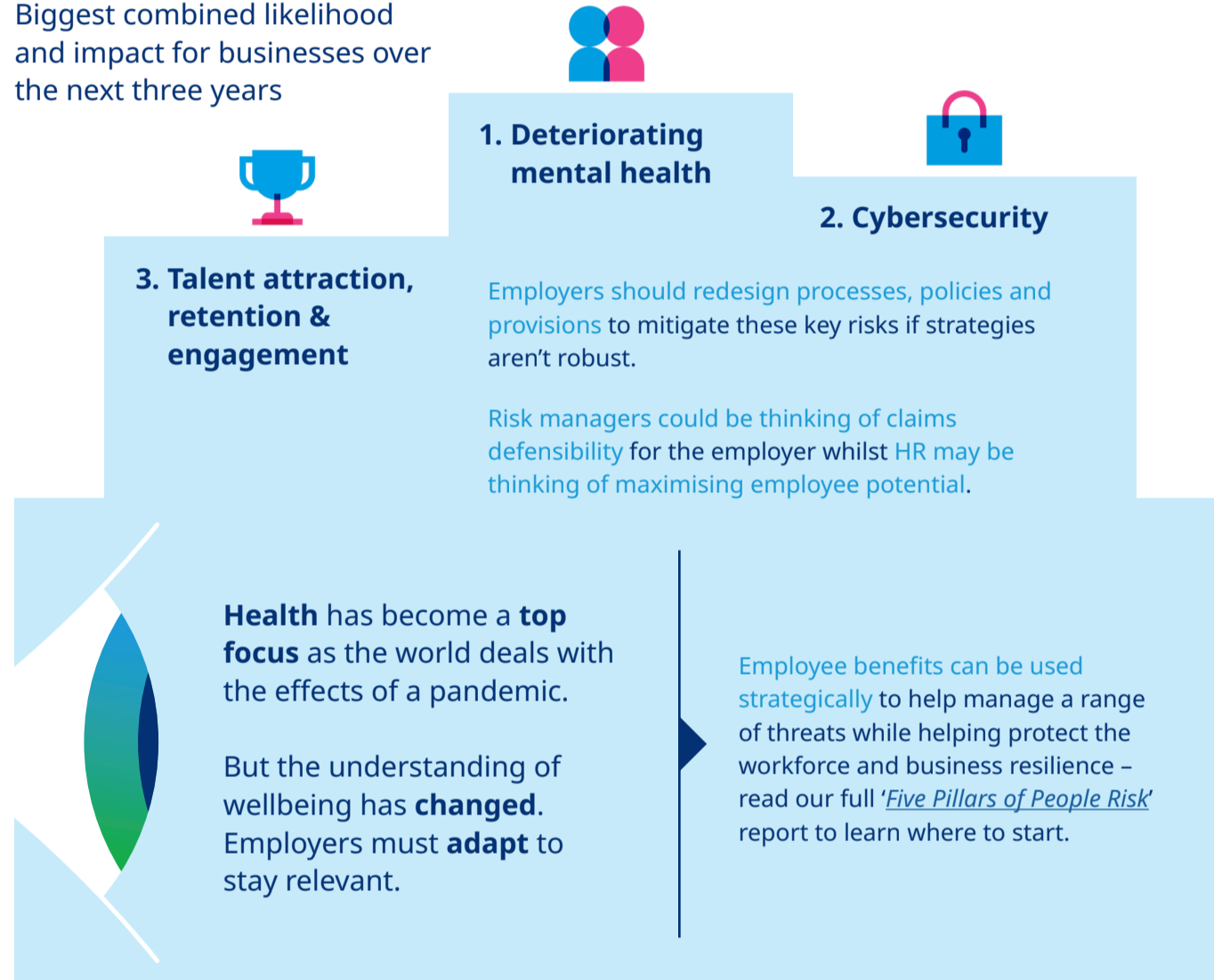
### Drivers of change

DEI was a core driver of change, alongside:

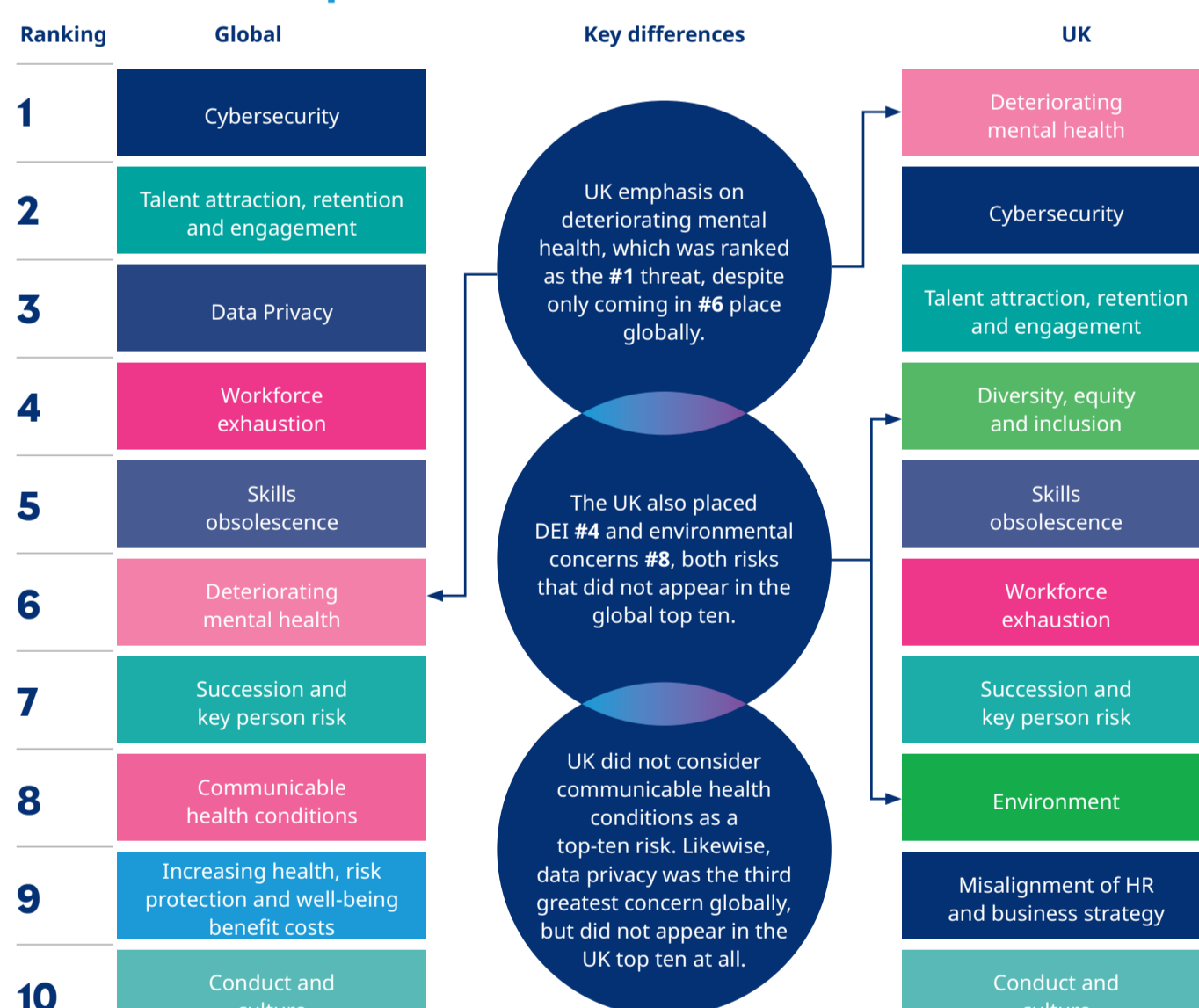
- digitisation
- meeting environmental targets
- increasing focus on purpose
- and being a responsible business

## Top 3 people risks

Biggest combined likelihood and impact for businesses over the next three years



## How the UK compares



## Blind spots

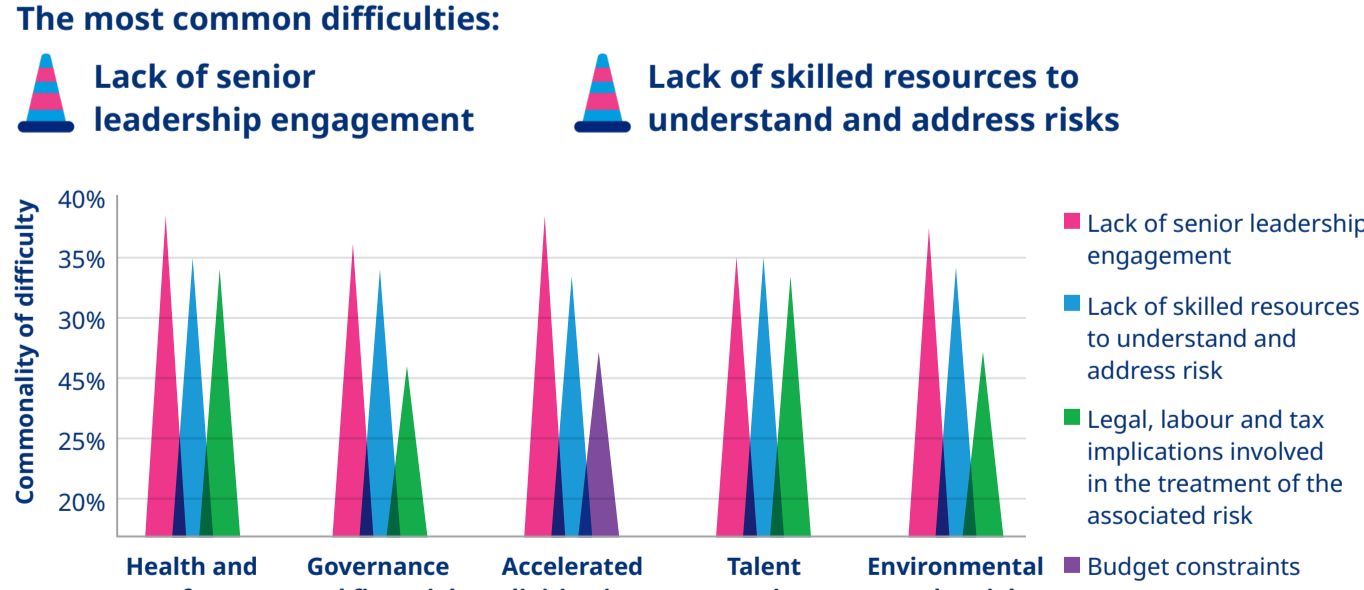
Key risk areas lacking in efforts to address them:

1. Talent practices
2. Accelerated Digitisation

Read our *'People risk: why the need for change is urgent'* report to learn how UK HR directors are thinking about some of these threats and for tips and tactical strategies from your peers.

## Top barriers to effectively managing these risks

The most common difficulties:



To speak to one of our experts about how your organisation can reduce its people risk then please contact us at [Mercer.UK@mercer.com](mailto:Mercer.UK@mercer.com)

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