



Sherry Green

With over two decades in the human resources field, Sherry Green has worked for McGraw Edison, Hewitt Associates, and Outboard Marine Corporation. In her current role as Midwest Enterprise Sales Director for ADP, she helps clients automate processes from recruitment through retirement with the many service and software solutions that ADP provides the market. With an undergraduate degree in Computer Science from Northern Illinois University and master's degree in business from Lake Forest Graduate School of Management, she is called upon to meet with all relevant stakeholders in an HR process. Besides writing for IHRIM.link magazine, she is also a member of the IHRIM Midwest Chapter Board.

Risk management is not a new topic to Human Resources. We actively avoid audits and law suits, we process pay changes and personnel updates timely, and we try to make sure that all policies are consistent and fair. But in today's world, it's more than just making sure our transactions and processes are performed accurately and timely – much more!

This issue of *IHRIM.link* focuses on the increasing risk that must be managed by today's human resources professionals and executives. We need to understand not only the cost of our own processes, but how each action subsequently impacts our company's financial statement. We need to be able to explain how a single termination can affect our company's stock price. Today's job market requires that we can identify "next moves" for our high achievers, while we keep our entire employee base growing, productive and motivated. The position of HR professional and executive has changed dramatically over the years, and with that change, we've inherited a direct responsibility to manage risk.

The tightening labor market is a concern to many industries today. As HR taps all possible sources for talent, the overseas labor pool is one that has shown promise for companies willing

to outsource some activities. Tim Minahan shares his expertise as he outlines the steps to follow to create successful relationships with overseas outsourcers in his article, "Sourcing Overseas: the Risks, Rewards, and Protection Measures to Ensure Success." Minahan identifies how to identify risks in the relationship and take steps to reduce those risks involving contracts, compliance and policy concerns.

In our next article, "Room for Risk: Building a Safety Net into the HR Outsourcing Process," authors Hank Johnson and Glenn Nevill explore the risk specific to HR outsourcing. Couple Glenn Nevill's HR service delivery expertise and Hank Johnson's HR operational experience, and the result is a must-read for every executive considering outsourcing even one function.

Jeff Weekley draws upon his senior human resources management experience to urge us to get our succession plans off the shelf and into action in his article, "Reactive or Proactive? Getting Ahead with Succession Planning." For those of us just developing our first set of success criteria, to those who already have full blown plans in place, this article provides the details to make your plan even more effective.

Our final feature article, "The

Worker Identity Theft Crisis," by Peter Marshall, focuses on an area that affects all human resources departments today: identity theft. In his article, Marshall defines the various types of data theft and how it has impacted the industry. From a personal and professional viewpoint, this is an article you cannot afford to miss. Admittedly, before I even finished reading the article, I submitted a credit report check! Don't miss the opportunity to learn how you can protect yourself and your company.

The *IHRIM.link* editorial committee would like to thank all of our contributors and give a special thanks to Ed Colby, this issue's department editor. He has delivered articles pertinent to our theme of HR risk. You'll find tips to reduce risks when outsourcing benefits, information technologies, and developing new compensation solutions. You'll hear from a VP of Technology and Compliance about why Sarbanes-Oxley is serious business for public and private companies. And if you didn't think there was risk when realigning HRIT or payroll under HR, be sure to read the Service Delivery Alignment column.

We hope you enjoy this issue, and are able to take some time to relax with family and friends over the holiday season. From our family at *IHRIM.link* to yours, Happy Holidays!