

Risk 4: Resource Alignment



Risk Definition

There is a risk that resources may be misaligned with DFAIT priorities and activities.

In order to effectively deliver business priorities, sufficient levels of resources (financial, physical, staff, management, etc.) must be allocated (or reallocated) to these objectives and activities. If the organization does not have appropriate levels of resources, business objectives must be reprioritized and changed. The organization must have appropriate mechanisms to reallocate resources to current priorities and activities.

This risk has the potential to impact DFAIT's ability to achieve all of its strategic outcomes.

Sources of Risk

Lack of Clarity on Priorities

Organizational priorities are articulated at a high level as part of the planning process but are not well detailed or communicated in operational or local terms to support daily management. The lack of detail creates potential for misalignment between operational resource allocations and articulated priorities.

Continual Change

DFAIT operates in a business environment characterized by change, and therefore must regularly respond to unanticipated events and requirements. This exposes DFAIT to the potential for misalignment of resource allocations with organizational priorities. Further, DFAIT is influenced by events on the international and national stages, priorities set forth by Central Agencies, and the voice of Canadians. A robust priority-setting process is not in place to manage this business condition, nor are adequate processes in place to revisit existing programs to evaluate their continued relevance.

Increasing Expectations

DFAIT is facing resource strain due to increasing demand for DFAIT services, increasing Central Agency management and reporting requirements, and growing demands for response to