

Risk Analyzer DC Viewpoints Discover

Aon's approach to supporting the strategic direction for your DC scheme

We think it is important to properly consider your strategic DC goals and objectives before you start trying to answer the question about what types of solutions or products are right for your members.

This Risk Analyzer module is based around a questionnaire that all stakeholders can complete whether they are in HR, Finance, are pension trustees, or a GPP governance committee. By starting with a questionnaire it can help avoid herding, groupthink or a single authority voice dominating others' thinking. It ensures that different viewpoints are identified. These different viewpoints can then be explored in a workshop that debates the output, resulting in a clear set of common objectives for the DC scheme.

The questions are grouped into seven topics, enabling strategy to be considered against key areas.

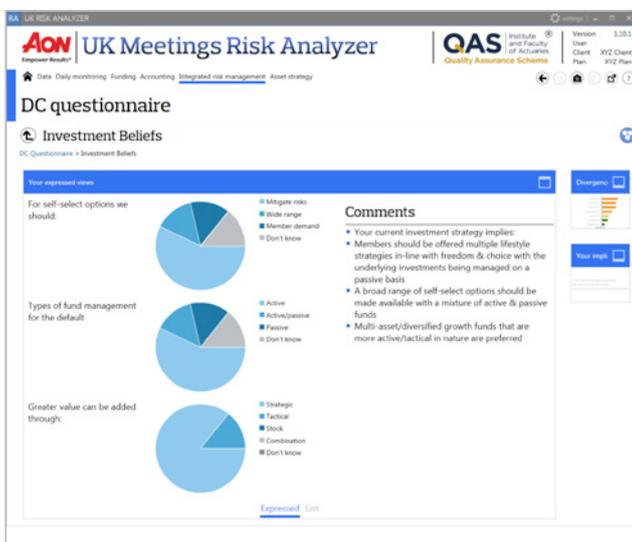


Within each hexagon you can focus on the questions where there is the most divergence of views or key questions that are central to building and establishing a policy.

For example under the Objectives hexagon you can explore strategic questions such as how you might think about cost and value for your DC members.

Using this approach allows your consultant to show you your implied views based on the strategy your scheme currently has, and then compares those against your current beliefs shown by the questionnaire. This helps avoid status quo bias and challenges whether the strategy the scheme currently has is still appropriate.

For example, in the Investment Beliefs example shown there is an interesting situation where the majority thought active management should be used for the default whereas the current default is built on passive funds.



Undertaking the Viewpoints Discover process has enabled clients to:

- Uncover the views of new stakeholders
- Avoid lots of small disputes by ensuring all stakeholders have an agreed view of the objectives and high-level approach – making day-to-day decision making more straightforward
- Focus their efforts on areas that will make the most impact for members

Learn more

For more information or a demonstration of Risk Analyzer, please contact your usual Aon Hewitt consultant, email risk.analyzer@aon.com, search 'Aon Risk Analyzer' or visit <https://riskanalyzer.aon.com>

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