Behavioral Risk - Decision Biases and Mitigation Training Course

Professional Development Training Course Outline

Category	Risk Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

The human factor remains the single largest source of risk exposure in modern organizations, from financial trading floors to cybersecurity and strategic planning. Traditional risk management frameworks, heavily reliant on rational models and technical controls, often fail to account for the cognitive shortcuts (heuristics) and systematic decision biases inherent to the human mind. Behavioral Risk - Decision Biases and Mitigation Training Course introduces the critical discipline of Behavioral Risk Management (BRM), bridging the gap between theoretical risk models and real-world decision-making. We move beyond identifying technical failures to exploring the psychological drivers like confirmation bias, loss aversion, and groupthink that lead to flawed judgments, missed opportunities, and catastrophic organizational failures.

This program is a crucial investment in governance, risk, and compliance (GRC), equipping professionals with actionable behavioral insights and de-biasing strategies to fortify their decision processes. The focus is on translating complex behavioral economics principles into practical, scalable interventions, such as Nudge theory and structured decision frameworks, that promote psychological safety and ethical decision-making. By understanding the predictable irrationality of the mind, participants will be empowered to foster a proactive risk culture and build organizational resilience against high-impact, human-driven risks, ensuring smarter strategic choices and better long-term business outcomes.

Programme Curriculum

Behavioral Risk - Decision Biases and Mitigation Training Course

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5 days

Course Objectives

Upon completion of this course, participants will be able to:

1. Identify and categorize the most prevalent cognitive and emotional biases in their professional decision-making.
2. Assess the potential financial and reputational impact of identified behavioral risks within specific business contexts.
3. Master de-biasing strategies such as the "pre-mortem" and structured debate to mitigate bias in high-stakes decisions.
4. Analyze the current organizational risk culture and recommend targeted behavioral interventions to foster greater risk awareness and accountability.
5. Design and implement effective behavioral nudges to guide employees toward more risk-responsible actions without coercion.
6. Implement protocols to counteract Groupthink and promote constructive dissent in team settings.
7. Recognize how biases influence employee susceptibility to phishing and other social engineering attacks.
8. Apply bias awareness to improve the rigor and objectivity of M&A or large-scale capital investment decisions.
9. Understand the interplay between decision biases and the failure of ethical judgment and compliance.
10. Strcture Decision Protocols: Integrate bias checks and behavioral scorecards into existing governance and risk reporting frameworks.
11. Identify the role of immediate emotions in distorting risk perception and judgment.
12. Champion an environment that encourages raising dissenting opinions and reporting errors without fear of reprisal.
13. Act as an internal champion for embedding behavioral science principles into continuous improvement and training programs.

Target Audience

1. Risk Management Professionals.
2. Senior Leadership & Executives.
3. Audit & Compliance.

4. Financial Services.
5. Project & Strategy Leaders.
6. Human Resources & Talent Management.
7. Information Technology & Cybersecurity.
8. Legal & Regulatory Affairs.

Course Modules

Module 1: The Foundations of Behavioral Risk

- Behavioral Economics and Rational Choice Theory.
- System 1 vs. System 2 Thinking.
- The Risk-Reward Illusion.
- Behavioral Risk Taxonomy.
- Case Study: The collapse of Long-Term Capital Management (LTCM), highlighting overconfidence bias and model reliance in finance.

Module 2: Individual Cognitive Biases and Impact

- Confirmation Bias.
- Anchoring & Adjustment.
- Availability & Representativeness Heuristics.
- Mitigation Techniques.
- Case Study: The Volkswagen Emissions Scandal, demonstrating confirmation bias and selective information processing in engineering and leadership.

Module 3: Group & Social Biases in Organizational Settings

- Groupthink & Conformity.
- Sunk Cost Fallacy.
- Herding Behavior.
- Social Biases in HR.
- Case Study: The Space Shuttle Challenger Disaster, illustrating catastrophic failure due to Groupthink and the suppression of dissenting technical voices.

Module 4: Emotional Biases and Risk Appetite

- Loss Aversion.
- Fear of Regret
- Status Quo Bias.
- Myopic Loss Aversion.
- Case Study: The 2008 Financial Crisis Mortgage-Backed Securities, showing how herding and fear of missing out (FOMO) drove excessive risk-taking.

Module 5: De-Biasing Strategies and Protocols

- Pre-Mortems & Prospective Hindsight.
- The Decision Observer Role.
- Red Teaming/War Gaming.
- Checklists and Decision Gates.
- Case Study: Intel's shift from memory to microprocessors, demonstrating structured strategic debate and overcoming Status Quo Bias under pressure.

Module 6: Behavioral Interventions (Nudges) and Governance

- Introduction to Choice Architecture.
- Nudge Implementation.
- Disclosure & Transparency.
- Integrating BRM into GRC.
- Case Study: The UK's Behavioural Insights Team (BIT) reducing late tax payments through simple framing and social proof nudges.

Module 7: Behavioral Cybersecurity and Compliance

- The Human Firewall.
- Biases in Security Decisions.
- Phishing & Social Engineering.
- Designing Behavioral Security Training.
- Case Study: The Target Data Breach (2013), examining human and procedural failures, complacency, and confirmation bias in security alerts.

Module 8: Building a Proactive Risk Culture

- Psychological Safety.
- Measuring Risk Culture.
- Leadership as a Behavior Model.
- The Culture of Blame and Learning.
- Case Study: Google's Project Aristotle findings on team effectiveness, emphasizing psychological safety as the top predictor of successful teams.

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call +254769199797

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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