HR Ethics & Governance Training Course

Professional Development Training Course Outline

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

Course Introduction

In today’s dynamic corporate landscape, HR Ethics & Governance has emerged as a critical driver of organizational integrity, compliance, and sustainable growth. Ethical HR practices not only safeguard the company against legal and reputational risks but also foster a culture of trust, transparency, and employee engagement. HR Ethics & Governance Training Course is designed to empower HR professionals with cutting-edge strategies, real-world case studies, and actionable frameworks that ensure compliance, mitigate risks, and drive ethical leadership across all levels of the organization.

By integrating governance frameworks, ethical decision-making, and emerging HR technologies, participants will gain practical insights into creating policies, managing workforce diversity, and maintaining accountability. This course emphasizes the intersection of ethics, regulatory compliance, and organizational culture, enabling HR leaders to make informed decisions, enhance stakeholder trust, and contribute to long-term organizational excellence.

Programme Curriculum

HR Ethics & Governance Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Develop a deep understanding of HR ethics frameworks and governance principles.
2. Implement compliance-driven HR policies aligned with global standards.
3. Enhance ethical decision-making skills in HR leadership.
4. Foster a culture of integrity and accountability across the workforce.
5. Master conflict resolution and grievance handling with ethical frameworks.
6. Apply corporate governance practices in talent management.
7. Strengthen data privacy and employee confidentiality compliance.
8. Improve diversity, equity, and inclusion (DEI) governance.
9. Integrate AI and HR technology ethics in recruitment and performance management.
10. Develop risk management strategies for ethical HR challenges.
11. Conduct HR audits and ethical compliance assessments.
12. Learn leadership ethics for influencing organizational culture.
13. Analyze real-world case studies on HR governance failures and best practices.

Target Audience

1. HR Managers
2. Talent Acquisition Specialists
3. Learning & Development Professionals
4. HR Business Partners
5. Compliance and Risk Officers
6. Organizational Development Leaders
7. Employee Relations Specialists
8. Senior Executives seeking governance insights

Course Modules

Module 1: Introduction to HR Ethics & Governance

- Key principles of HR ethics and corporate governance
- Overview of global HR compliance standards
- Ethics in decision-making processes
- Case Study: Volkswagen HR compliance breach
- Frameworks for ethical organizational culture

Module 2: Legal & Regulatory Compliance

- Employment laws and labor regulations
- Anti-discrimination and workplace fairness
- HR audits and compliance checks

- Case Study: Wells Fargo HR governance scandal
- Tools for monitoring HR compliance

Module 3: Ethical Leadership & Decision Making

- Leadership styles that promote ethics
- Ethical dilemmas in HR management
- Decision-making models for ethical outcomes
- Case Study: Google’s diversity challenges
- Building trust through ethical leadership

Module 4: Data Privacy & Confidentiality

- Employee data protection principles
- GDPR, CCPA, and other regulations
- Managing confidential employee information
- Case Study: Facebook HR data privacy issues
- Best practices for secure HR systems

Module 5: Diversity, Equity & Inclusion (DEI) Governance

- DEI strategies and compliance frameworks
- Ethical recruitment and promotion policies
- Inclusive workplace culture initiatives
- Case Study: Salesforce’s pay equity audits
- Measuring DEI outcomes and accountability

Module 6: HR Risk Management & Auditing

- Identifying HR ethical risks
- Conducting internal audits and assessments
- Risk mitigation strategies
- Case Study: Uber HR risk management failure
- Reporting and monitoring ethical compliance

Module 7: Technology & Ethics in HR

- AI in recruitment and performance evaluation
- Ethical implications of HR technology
- Algorithmic bias and mitigation strategies
- Case Study: Amazon AI hiring tool bias
- Implementing ethical tech governance

Module 8: Building an Ethical HR Culture

- Communication strategies for ethics awareness
- Employee training programs on ethics
- Reward and recognition for ethical behavior
- Case Study: Patagonia HR ethics in practice
- Continuous improvement through feedback loops

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

Start Date	End Date	Location	Price
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

Ready to enroll or request a customized program? Book online or contact us:

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