Risk Culture - Assessment and Improvement for Positive Change 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

In today's complex and rapidly evolving business landscape, a strong Risk Culture is not merely a compliance checkbox, but a foundational driver of organizational resilience and sustainable performance. The failure to embed a proactive and risk-aware mindset throughout an enterprise has been the root cause of countless corporate crises, demonstrating that technical risk management frameworks alone are insufficient. Risk Culture - Assessment and Improvement for Positive Change Training Course is strategically designed to equip leaders and practitioners with the cutting-edge tools and behavioral insights necessary to systematically diagnose cultural weaknesses and engineer measurable, positive change. We focus on fostering a culture of constructive challenge, open communication, and shared accountability, ensuring that every employee becomes an active participant in prudent decision-making.

This intensive program moves beyond theory to focus on practical application, leveraging behavioral economics and change management principles to drive genuine cultural transformation. Participants will master a structured methodology for risk culture assessment, including leveraging Key Risk Indicators (KRIs) and psychosocial risk assessment techniques, to benchmark their organization's maturity. Crucially, the course emphasizes the pivotal role of Tone from the Top and Incentive Alignment in shaping risk behavior. By translating strategic risk appetite into tangible, daily actions, organizations can build an ethical culture that is resilient against emerging threats from cybersecurity to ESG risks thereby protecting reputation, enhancing governance, and securing a competitive advantage in the global market.

Programme Curriculum

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Course Duration

5 days

Course Objectives

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

1. Strategically Assess the current state of their organizational Risk Culture Maturity.
2. Define and articulate the desired Strategic Risk Appetite and Risk Tolerance.
3. Design and execute effective Risk Culture Change Management programs.
4. Translate organizational values into measurable, Positive Risk Behavior and ethical conduct.
5. Implement frameworks for Incentive Alignment and Accountability for risk outcomes.
6. Foster a culture of Constructive Challenge and psychological safety
7. Integrate Risk Governance principles into daily operational Decision-Making.
8. Identify and mitigate Behavioral Risk drivers and cognitive biases.
9. Develop robust Risk Communication and transparent escalation protocols.
10. Utilize Data-Driven Insights for continuous risk culture monitoring.
11. Link a strong risk culture to improved Organizational Resilience and Business Continuity.
12. Address Emerging Risks, including Cyber Resilience and ESG Integration, through a cultural lens.
13. Drive Continuous Improvement in risk management effectiveness across the enterprise.

Target Audience

1. Chief Risk Officers (CROs) and Risk Management Executives
2. Board Members and Audit/Risk Committee Members
3. Compliance Officers and Head of Internal Audit
4. Senior Business Leaders and Division Heads
5. HR and Talent Management Professionals (responsible for culture and incentives)
6. Strategy and Enterprise Performance Managers
7. Operational Risk Managers
8. Regulators and Financial Services Professionals

Course Modules

Module 1: Understanding and Defining Risk Culture

- Risk Culture and Corporate Culture, Behavioral Risk, and the ABC Model.
- Case Study: Analysis of a major corporate failure attributed to a dysfunctional risk culture.
- Exploring the principles of ISO 31000 and the Three Lines of Defence model in a cultural context.
- Leadership, Communication, Decision-Making, and Accountability.
- Defining the organization's Target Risk Culture aligned with Strategic Objectives.

Module 2: Data-Driven Risk Culture Assessment

- Designing effective Risk Culture Surveys, interviews, and focus groups
- Case Study: Applying a maturity model to benchmark an organization's current culture and identify systemic gaps.
- Developing and utilizing Key Risk Indicators and Key Behavioral Indicators to track culture.
- Analyzing the correlation between culture, risk events, and near-miss reporting data.
- Creating a visual map to highlight differences between the current and desired risk culture state.

Module 3: Leadership and Tone from the Top

- The critical impact of senior leadership behavior on employee perceptions and actions.
- Case Study: Examining how C-Suite commitment directly influenced successful or failed Digital Transformation projects.
- Integrating cultural metrics into Board and Executive reporting for robust Risk Governance.
- Techniques for encouraging Constructive Challenge and Psychological Safety without fear of retribution.
- Developing clear, consistent, and authentic Risk Communication from leaders across all channels.

Module 4: Incentives, Accountability, and Ethical Conduct

- Designing performance and remuneration systems that reward prudent risk management and long-term value creation.
- Case Study: Reviewing how inappropriate sales incentives led to widespread misconduct and reputational damage.
- Establishing unambiguous risk roles and responsibilities at all levels of the organization.
- Implementing fair and consistent frameworks for responding to both good and poor risk outcomes
- Embedding the Code of Conduct and organizational values into daily Decision-Making processes.

Module 5: Embedding Risk into Decision-Making and Operations

- Practical steps for making risk considerations an intrinsic part of daily operational and strategic choices.
- Case Study: Using a project go/no-go scenario to demonstrate how cultural attitudes influence risk taking under pressure.
- Reviewing and redesigning key business processes to inherently manage risk.
- Applying principles of Behavioral Economics to subtly influence positive risk choices at the point of decision.
- Tailoring Risk Awareness training and communication campaigns for different employee levels.

Module 6: Managing Behavioral Risk and Cognitive Biases

- Recognizing common Cognitive Biases that distort risk perception and judgment.

- Case Study: Exploring how herd mentality and over-optimism contributed to a failure in strategic investment or product design.
- Developing structured techniques to counter human error and bias.
- Fostering a culture where mistakes are treated as learning opportunities, not reasons for blame.
- Addressing Psychosocial Risk factors like workload and stress that impair judgment and increase error rates.

Module 7: Culture for Emerging Risks and Organizational Resilience

- Assessing the cultural implications of managing Cybersecurity Risk, digital transformation, and rapid change.
- Case Study: Analyzing the cultural response of an organization to a major Supply Chain disruption or cyber-attack.
- Embedding Environmental, Social, and Governance risks into the risk culture narrative and decision-making.
- Linking a strong risk culture directly to the organization's ability to maintain Business Continuity and bounce back from shocks.
- Cultivating an Agile Mindset to adapt the risk culture in response to external changes and market feedback.

Module 8: Sustaining and Continuous Improvement

- Developing a measurable, multi-year Risk Culture Roadmap and intervention strategy.
- Case Study: Long-term follow-up review of a successful Culture Change Management program post-merger.
- Establishing a cycle of regular re-assessment, feedback, and reporting on cultural progress.
- Techniques for "selling" the risk culture vision and celebrating desired risk behaviors and successes.
- Preparing the risk culture for AI Governance, automation, and the future of work.

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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