Training Course on Human Capital Risk Management for Directors

Professional Development Training Course Outline

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

Course Introduction

In today's volatile, uncertain, complex, and ambiguous (VUCA) business landscape, **human capital** is increasingly recognized as an organization's most valuable asset and, paradoxically, its most significant source of **risk**. Directors and board members bear paramount responsibility for robust **governance**, ensuring the long-term sustainability and resilience of their organizations. Training Course on Human Capital Risk Management for Directors specifically addresses the critical need for **strategic oversight** in managing human capital risks, moving beyond traditional HR functions to encompass a holistic **enterprise risk management (ERM)** approach. Boards must proactively identify, assess, mitigate, and monitor human capital vulnerabilities, from **talent retention** and **succession planning** to **cultural integrity** and **regulatory compliance**, to safeguard organizational value and reputation.

Effective **human capital risk management** is no longer a peripheral concern but a core component of **corporate strategy**. Directors who grasp the intricate interplay between human capital and organizational risk are better positioned to drive **sustainable growth** and navigate disruptive changes. This program equips board members with the advanced knowledge, **frameworks**, and practical tools necessary to embed human capital risk considerations into strategic decision-making, fostering a culture of **proactive risk mitigation** and ensuring the long-term health and competitiveness of the enterprise. We will explore cutting-edge methodologies and **best practices** to transform potential human capital liabilities into strategic advantages.

Programme Curriculum

Training Course on Human Capital Risk Management for Directors

Introduction

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Course Duration

5 days

Course Objectives

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

1. Define and categorize emerging human capital risks within a complex global environment.
2. Develop a strategic framework for integrating human capital risk into enterprise risk management (ERM).
3. Implement effective talent acquisition risk mitigation strategies, focusing on skill gaps and future workforce needs.
4. Design robust succession planning and talent retention strategies to minimize leadership and expertise flight risks.
5. Assess and manage organizational culture risks, including ethical breaches, psychological safety, and employee engagement.
6. Navigate regulatory compliance and governance challenges related to human capital, including evolving labor laws and data privacy.
7. Understand and address cybersecurity human factors and the risks associated with insider threats and human error.
8. Formulate strategies for managing diversity, equity, and inclusion (DEI) risks and leveraging DEI for competitive advantage.
9. Evaluate the impact of employee wellbeing and mental health on organizational productivity and risk exposure.
10. Utilize people analytics and HR technology to identify, monitor, and report on key human capital risk indicators (KRIs).
11. Develop crisis response plans for human capital-related events, such as reputational damage from employee misconduct or significant workforce disruptions.
12. Establish effective board oversight mechanisms for human capital reporting and risk communication to stakeholders.

13. Foster a risk-aware culture throughout the organization, promoting accountability and proactive risk management at all levels.

Organizational Benefits

- Enhanced **corporate governance** and board effectiveness in overseeing critical human capital assets.
- Reduced exposure to financial losses, legal liabilities, and **reputational damage** stemming from human capital-related incidents.
- Improved **strategic workforce planning** and a more resilient talent pipeline.
- Increased **employee engagement** and retention, leading to higher productivity and lower turnover costs.
- Stronger **organizational resilience** against market disruptions and unforeseen human capital challenges.
- Better compliance with evolving **regulatory landscapes** and industry best practices.
- A more **ethical and inclusive organizational culture**, fostering trust and innovation.
- Data-driven decision-making through the effective use of **people analytics** for risk identification and mitigation.
- Proactive management of **emerging risks** related to automation, AI, and the future of work.

Target Audience

1. **Board Directors** (Executive and Non-Executive)
2. **C-Suite Executives** (CEOs, CFOs, CHROs, COOs, CLOs)
3. Members of **Audit and Risk Committees**
4. Senior Leaders responsible for **Corporate Governance**
5. General Counsels and Heads of **Compliance**
6. Heads of **Human Resources** reporting to the board
7. Chief Risk Officers (CROs)
8. Aspiring Board Members and Senior Executives preparing for governance roles.

Course Outline

Module 1: The Director's Mandate in Human Capital Risk Governance

- Understanding the **board's fiduciary duty** regarding human capital.
- Distinguishing between HR operations and **strategic human capital risk oversight**.
- Integrating human capital risk into the **Enterprise Risk Management (ERM) framework**.
- Defining **risk appetite** and tolerance for human capital exposures.
- **Case Study**: Analyzing a board's response to a major **talent exodus** and the governance implications.

Module 2: Strategic Workforce Planning and Talent Risks

- Identifying **critical skill gaps** and future talent shortages as strategic risks.
- Managing risks associated with **global talent mobility** and remote workforces.
- Developing proactive **succession planning** for key leadership roles.
- Addressing risks in **talent acquisition**, including employer branding and onboarding.
- **Case Study**: A global tech firm's challenges in retaining top AI talent and the board's role in developing a retention strategy.

Module 3: Organizational Culture, Ethics, and Conduct Risks

- Assessing the impact of **organizational culture** on risk exposure.
- Managing risks related to **ethical misconduct**, harassment, and discrimination.
- Fostering a culture of **psychological safety** and open communication to mitigate whistleblowing risks.
- The board's role in setting the "tone at the top" and promoting integrity.
- **Case Study**: Examining a company's recovery from a major ethical scandal and the board's cultural reform initiatives.

Module 4: Regulatory Compliance and Legal Risks

- Navigating evolving **labor laws**, **data privacy regulations** (e.g., GDPR, CCPA), and their human capital implications.
- Ensuring compliance with **DEI mandates** and anti-discrimination legislation.
- Managing risks associated with **contingent workers**, gig economy, and independent contractors.
- Understanding the legal repercussions of **employee misclassification** and wage disputes.
- **Case Study**: A multinational corporation facing significant fines due to non-compliance with international labor standards and the board's corrective actions.

Module 5: Cybersecurity and Human Factors Risk

- Understanding the human element in **cybersecurity breaches** (e.g., phishing, insider threats).
- Implementing **security awareness training** and behavioral risk mitigation programs.
- Managing risks associated with remote access, BYOD policies, and data handling by employees.
- The role of human capital in **data governance** and intellectual property protection.
- **Case Study**: A data breach attributed to human error and the board's strategy for enhancing employee cybersecurity vigilance.

Module 6: Diversity, Equity, Inclusion (DEI) and Wellbeing Risks

- Assessing **DEI risks**, including reputational damage from lack of diversity or exclusionary practices.
- Leveraging DEI as a **strategic advantage** and risk mitigant.
- Addressing **employee wellbeing**, mental health, and burnout as critical human capital risks.
- Developing strategies for managing workplace stress and fostering a supportive environment.
- **Case Study**: A company improving its DEI metrics and employee wellbeing programs to boost performance and mitigate litigation risks.

Module 7: People Analytics, Metrics, and Reporting

- Utilizing **people analytics** to identify, measure, and monitor human capital risks.
- Developing **Key Risk Indicators (KRIs)** for human capital (e.g., turnover rates, engagement scores, compliance breaches).
- Effective **board reporting** on human capital risks and mitigation efforts.
- Benchmarking human capital risk performance against industry standards.
- **Case Study**: How a board used advanced people analytics to foresee and mitigate an impending talent crisis.

Module 8: Crisis Management and Future of Human Capital Risk

- Developing **human capital crisis response plans** (e.g., for strikes, mass layoffs, public scandals).

- Managing **reputational risk** stemming from human capital issues.
- Anticipating **emerging human capital risks** from AI, automation, and technological disruption.
- Building an agile and **adaptive workforce** for future challenges.
- **Case Study**: A board effectively managing the human capital implications of a sudden market downturn or technological shift.

Training Methodology

This highly interactive and practical course employs a blended learning approach to maximize engagement and knowledge transfer. Methodologies include:

- **Expert-led presentations** and facilitated discussions.
- **Real-world case studies** and simulations to apply concepts.
- **Group exercises** and collaborative problem-solving.
- Interactive **Q&A sessions** and peer learning.
- Use of **assessment tools** and frameworks for practical application.
- Access to **cutting-edge research** and industry reports.
- **Action planning sessions** to develop immediate implementation strategies.

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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