HR GOVERNANCE AND RISK MANAGEMENT



GENTEX®
TRAINING CENTER

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Introduction

Human Resources (HR) Governance and Risk Management are essential elements of a sustainable and ethical organization. Effective HR governance ensures that people management practices align with corporate values, policies, and regulations, while risk management safeguards the organization from potential workforce, compliance, and reputation threats.

This course provides participants with a comprehensive understanding of how governance frameworks, HR policies, and risk management principles interact to shape a strong and transparent HR function. Participants will explore how HR governance integrates with corporate governance, the importance of accountability and compliance, and strategies for identifying, assessing, and mitigating HR-related risks.

Throughout the program, participants will gain practical insights into building HR governance structures, implementing internal controls, developing ethical policies, and managing workforce risks in line with global best practices.

HR Governance and Risk Management Course Objectives

- Understand the principles of HR governance and its role in organizational integrity and compliance.
- Design governance frameworks that support transparent HR operations and fair decision-making.
- Identify, assess, and control HR risks across recruitment, performance, compensation, and employee relations.
- Strengthen HR policies to align with legal, ethical, and corporate standards.
- Enhance organizational resilience through effective HR risk management strategies.
- Foster accountability, ethical leadership, and compliance within HR processes.
- Integrate HR governance practices into the broader enterprise governance system.

- Apply practical risk assessment tools to manage workforce-related uncertainties.

Course Methodology

This course uses a mix of presentations, real-world case studies, group discussions, and scenario-based workshops. Participants will work on identifying governance gaps, evaluating HR risk cases, and developing actionable frameworks that can be applied directly to their organizations.

Who Should Take This Course

- HR Managers and Officers
- Governance and Compliance Professionals
- Risk Management Specialists
- Policy and Planning Officers
- Organizational Development Managers
- HR Business Partners and Consultants

HR Governance and Risk Management Course Outlines

Day 1: Fundamentals of HR Governance
- Understanding the concept and scope of HR governance
- Relationship between HR governance and corporate governance
- Building ethical and transparent HR systems
- Governance frameworks and accountability structures
- HR policies and decision-making mechanisms
- Workshop: Assessing governance gaps in HR functions

Day 2: Risk Management in Human Resources
- Introduction to HR risk management and its importance

- Identifying types of HR risks: operational, legal, ethical, and reputational
- HR risk assessment models and frameworks
- Tools for risk identification and prioritization
- Developing HR risk registers
- Practical Exercise: Mapping HR risks and controls

Day 3: Compliance, Legal, and Ethical Dimensions

- HR governance and employment law
- Data protection, privacy, and employee rights
- Anti-discrimination, diversity, and inclusion policies
- Ethical leadership and accountability in HR
- Internal audit and control mechanisms
- Case Study: Managing compliance breaches in HR

Day 4: Integrating Governance and Risk Management

- Linking HR strategy to organizational governance goals
- Building a risk-aware culture in HR departments
- Integrating governance and risk processes into HR lifecycle
- Key performance indicators (KPIs) for HR governance
- Internal communication and transparency standards
- Group Activity: Designing an HR governance dashboard

Day 5: Strategic HR Governance and Continuous Improvement

- Monitoring and evaluating HR governance effectiveness
- Adapting governance frameworks to organizational change
- Managing risks during mergers, restructuring, and transformation
- Technology and digital HR governance tools
- Developing a sustainable HR governance roadmap

- Final Workshop: Building a governance and risk action plan

Conclusion

By successfully completing this course with Gentex Training Center, participants will gain a deeper understanding of how HR governance and risk management reinforce organizational integrity, transparency, and performance. They will be equipped to apply practical governance frameworks, improve compliance, and foster a responsible HR culture that supports long-term organizational success.

FAQs

Q1 What is HR Governance and Risk Management?

This course focuses on the principles and practices used to establish transparent, accountable, and compliant HR operations. It covers HR governance frameworks, risk identification and assessment, internal controls, legal and ethical requirements, workforce risks, and integration with broader organizational governance.

Q2 What are the key benefits of the HR Governance and Risk Management course?

The course helps participants strengthen HR governance, improve compliance, identify and control workforce risks, and support ethical decision-making. It also develops strategies for organizational resilience, accountability, transparency, and effective integration of HR governance and risk management into organizational processes.

Q3 What skills will I gain from the HR Governance and Risk Management course?

Participants will develop four key skills: HR Governance Frameworks, HR Risk Assessment, Compliance Management, and Internal Controls. These skills support transparent HR operations, systematic risk identification, stronger compliance practices, and effective controls across recruitment, performance, compensation, and employee relations.

Q4 What tools, methods, or standards are covered in the HR Governance and Risk Management course?

The course covers HR risk assessment models and frameworks, risk identification and prioritization tools, HR risk registers, internal audit and control mechanisms, KPIs for HR governance, governance dashboards, transparency standards, and digital HR governance tools. It also addresses employment law, data protection, and employee rights.

Q5 How is the HR Governance and Risk Management course applied in real-world practice?

The course applies its concepts through case studies, scenario-based workshops, group activities, and practical exercises. Participants assess governance gaps, map HR risks and controls, evaluate compliance cases, design governance dashboards, and develop governance and risk action plans for organizational application.