

RISK MANAGEMENT FOR HUMAN RESOURCES



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TRAINING CENTER



Introduction

People drive every organization, so people risks can threaten every organization. This Risk Management for Human Resources Training Course from Gentex Training Center gives participants a clear, practical framework for identifying and controlling workforce risks. Participants learn to assess risks in hiring, employee relations, compliance, data privacy, and workplace safety. Furthermore, they build risk registers, heat maps, and mitigation plans. The course draws on ISO 31000 and the COSO ERM framework. Participants also learn to build a risk-aware culture across HR teams. In addition, hands-on exercises turn theory into daily practice. As a result, participants leave ready to protect their organizations, reduce costly disputes, and strengthen HR decision-making.

Risk Management for Human Resources Course Objectives

- Explain the HR risk landscape, including talent, compliance, conduct, and reputational risks, using ISO 31000 principles.
- Apply the COSO ERM framework to align HR risk management with organizational strategy, goals, and risk appetite.
- Identify workforce risks using risk workshops, exit interview data, employee surveys, and HR analytics dashboards.
- Assess risks with likelihood-impact matrices, heat maps, and scoring scales to rank priorities.
- Build and maintain an HR risk register with clear owners, controls, and key risk indicators (KRIs).
- Manage employment law, labor compliance, and data protection risks, including GDPR requirements and audits.
- Reduce hiring, retention, and succession risks through workforce planning, background screening, and talent pipelines.

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- Apply OSHA and ISO 45001 principles to control health, safety, and workplace violence risks across sites.
- Prevent fraud, harassment, and misconduct with whistleblowing channels, codes of conduct, and investigation procedures.
- Develop business continuity plans, crisis response protocols, and HR risk reports using the Three Lines Model.

Course Methodology

- Interactive lectures that explain HR risk concepts, ISO 31000, and COSO ERM.
- Risk workshops where participants build risk registers and heat maps.
- Case studies on workplace disputes, data breaches, and talent loss.
- Group exercises and role-plays on investigations and crisis response.
- Ready-to-use templates, including risk registers, KRI dashboards, and incident report forms.
- Peer feedback and trainer coaching throughout the five days.

Who Should Take This Course

- HR managers and HR business partners who guide workforce decisions
- HR officers responsible for compliance and employee relations
- Risk and compliance officers who support HR functions
- Talent acquisition and payroll specialists who handle sensitive data
- Legal and internal audit staff who review HR processes
- Department heads and line managers who supervise teams
- Health and safety coordinators who work with HR
- Professionals moving into HR risk and governance roles





Risk Management for Human Resources Course Outlines

Day 1: Foundations of HR Risk Management

- Role of risk management in HR strategy
- Types of HR risks: strategic, operational, compliance, and reputational
- ISO 31000 principles and risk management process
- COSO ERM framework and risk appetite
- Three Lines Model and HR risk ownership
- Risk culture and leadership responsibilities
- HR risk governance structure and policies

Day 2: Risk Identification and Assessment

- Risk identification workshops and brainstorming
- Using HR analytics, turnover data, and exit interviews
- Root cause analysis and the 5 Whys technique
- Likelihood-impact matrices and scoring scales
- Heat maps and risk prioritization
- Key risk indicators (KRIs) for HR
- Building an HR risk register

Day 3: Legal, Compliance, and Employee Relations Risks

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- Employment contracts and labor law compliance
- Data protection and GDPR in HR records
- Discrimination, harassment, and equal opportunity risks
- Disciplinary and grievance procedure risks
- Workplace investigations and evidence handling
- Whistleblowing channels and codes of conduct
- Fraud and conflict of interest controls

Day 4: Workforce, Safety, and Operational Risks

- Hiring, background screening, and onboarding risks
- Talent retention and key-person dependency risks
- Succession planning and workforce continuity
- Health and safety risks under ISO 45001
- Workplace violence and psychosocial risks
- Third-party and outsourcing risks in HR services
- HR technology and cybersecurity risks

Day 5: Risk Response, Monitoring, and Reporting

- Risk treatment options: avoid, reduce, transfer, and accept
- Control design and internal control testing
- Business continuity and crisis response planning
- Incident management and lessons learned reviews
- Risk dashboards and reporting to management
- Continuous monitoring and audit follow-up
- Building an HR risk management action plan





Conclusion

By successfully completing Risk Management for Human Resources, participants will gain a solid understanding of HR risk identification, assessment, and control. They will know how to build risk registers, manage compliance and employee relations risks, and apply frameworks such as ISO 31000 and COSO ERM. Furthermore, they will design response plans and report risks clearly to management. Gentex Training Center designed this Training Course to give HR professionals practical tools that protect people and reputation. Join Gentex Training Center to strengthen your HR risk management expertise.

FAQs

Q1 What is the "Risk Management for Human Resources" course about?

This course explains how HR teams identify, assess, and control risks linked to people and workplace practices. It covers compliance, employee relations, safety, data privacy, and workforce continuity. Participants practice each step through risk workshops and case studies.

Q2 What are the key benefits of the "Risk Management for Human Resources" course?

The course helps participants prevent costly disputes, fines, and talent loss. In addition, it improves decision-making and strengthens compliance. As a result, participants can protect employees, safeguard organizational reputation, and build a risk-aware culture across HR.



Q3 What skills will I gain from the "Risk Management for Human Resources" course?

Participants gain four core skills: HR risk identification and assessment, employment compliance and data protection, workforce and safety risk control, and risk response planning and reporting. Furthermore, they strengthen investigation, analysis, and communication skills through workshops and case studies.

Q4 What tools, methods, or standards are covered in the "Risk Management for Human Resources" course?

The course covers ISO 31000, COSO ERM, the Three Lines Model, and ISO 45001. It also teaches risk registers, heat maps, key risk indicators, root cause analysis, and GDPR requirements for HR data.

Q5 How is the "Risk Management for Human Resources" course applied in real-world practice?

HR teams apply these methods to review hiring practices, manage investigations, protect employee data, and plan for key-person loss. They also report risk trends to management. As a result, HR shifts from reacting to problems to preventing them.