



Strategic Workforce Governance and HR Assurance Training Course

20 – 24 September 2027
Paris

Strategic Workforce Governance and HR Assurance Training Course

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Overview

Strategic HR Audit and Workforce Controls Training Course is a five-day professional course for HR audit, governance, compliance, workforce analytics, and senior HR functions who leave with an HR Audit Report and Corrective Action Plan. It connects strategic HR audit scope, workforce controls, HR audit evidence, workforce analytics, findings, and follow-up. Participants move from risk assessment and testing to root-cause analysis, reporting, and action ownership. Agile Leaders Training Center delivers this course on strategic HR audit and workforce controls.

Who Should Attend

- HR governance functions responsible for policy, process, control, and assurance
- Internal audit functions responsible for workforce-risk reviews and evidence
- Compliance functions responsible for control monitoring and issue follow-up
- Workforce analytics functions responsible for data quality, metrics, and interpretation
- Senior HR functions responsible for corrective actions and operating improvement

The course assumes participants already work with HR processes, controls, analytics, compliance, or audit evidence and leaves out introductory HR administration and legal opinions.

Departments and Industries

The course supports workforce-assurance responsibilities across financial services, healthcare, education, manufacturing, professional services, and technology.

- Human resources and people-governance departments
- Internal audit, risk, compliance, and ethics functions
- Workforce planning and people-analytics teams
- Financial and professional-services organizations
- Healthcare, education, and public-service operations
- Manufacturing, retail, and technology businesses

Learning Objectives

By the end of this course, participants will be able to:



- Prioritize HR risks and define an audit scope
- Apply criteria to workforce policies, processes, and controls
- Use sampling, interviews, analytics, and evidence records
- Analyze control gaps, exceptions, and root causes
- Build findings, ratings, recommendations, and reports
- Evaluate corrective actions and follow-up evidence

Course Agenda

Day 1: Strategic Scope and Risk

- HR Strategy and Audit-Objective Alignment Map
- Workforce Process Universe Inventory
- HR Risk and Control Taxonomy
- Stakeholder, Materiality, and Assurance Matrix
- Risk-Based HR Audit Scope Document

Day 2: Policy, Process, and Control Review

- HR Policy Requirement and Practice Crosswalk
- Recruitment-to-Exit Process Flow Analysis
- Workforce Control Design Assessment Sheet
- Roles, Access, and Segregation Matrix
- HR Governance Document Review Checklist

Day 3: Evidence, Sampling, and Analytics

- Audit Evidence Sufficiency and Reliability Test
- Risk-Based Workforce Record Sampling Plan
- Interview and Walkthrough Question Guide
- Workforce Data Quality Profiling Method
- ISO 30414 Human Capital Metric Review

Day 4: Findings and Corrective Action

- Condition-Criteria-Cause-Effect Finding Model
- Root-Cause Analysis Evidence Tree
- Finding Severity and Priority Matrix
- Recommendation Feasibility Assessment
- Corrective Action Ownership and Due-Date Register



Day 5: Audit Reporting Practice and Capstone

- Suggested Exercise: HR Risk and Scope Prioritization
- Suggested Exercise: Workforce Control and Evidence Test
- Suggested Exercise: Analytics Exception and Root-Cause Review
- Suggested Exercise: Finding, Rating, and Action Challenge
- Capstone Exercise: HR Audit Report and Corrective Action Plan

Practical Exercises

The course uses suggested activities to connect workforce evidence with audit judgments and management action.

- Suggested activity: convert a workforce process map into risk, control, and audit objectives.
- Suggested activity: select records and assess evidence sufficiency for an HR control test.
- Suggested activity: analyze workforce-data exceptions and distinguish symptoms from root causes.
- Suggested activity: draft a finding and negotiate a measurable corrective action with an owner.

FAQs

Who suits strategic HR audit and workforce controls, and what does the course assume?

Strategic HR audit and workforce controls suit professionals already responsible for HR governance, audit, compliance, workforce data, process ownership, or corrective-action oversight.

How does strategic HR audit differ from general HR management training?

Strategic HR audit evaluates risk, criteria, controls, evidence, exceptions, findings, and follow-up, while general HR management training focuses on operating people practices and employee services.

What evidence supports a strategic HR audit finding?

Strategic HR audit evidence can include policies, process records, system data, samples, interviews, walkthroughs, approvals, access logs, workforce metrics, and documented exceptions assessed for relevance and reliability.

How do workforce analytics support HR audit testing?

Workforce analytics support HR audit testing by identifying unusual patterns, incomplete records, control exceptions, population differences, and trends that guide sampling and further evidence review.



What makes an HR audit corrective action usable?

An HR audit corrective action is usable when it addresses the verified cause, names an accountable owner, defines evidence of completion, sets a realistic due date, and supports follow-up testing.

Conclusion

Participants leave with an HR Audit Report and Corrective Action Plan linking scope, tests, evidence, findings, priorities, owners, and follow-up. The work product changes disconnected observations into traceable assurance and improvement decisions. It provides a working basis for communicating risk, agreeing actions, and verifying closure.