Policy and Procedure Writing and Governance Training Course

13 – 17 September 2027
Addis Ababa

AGILE LEADERS
Training Center

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Ref: 128_223344 **Date:** 13 – 17 September 2027 **Location:** Addis Ababa **Fees:** 4500 Euro

Course Overview

Policy and procedure writing and governance is a one-week course for policy owners, governance professionals, quality managers, operations leaders, HR professionals, and process specialists who leave with a Policy and Procedure Drafting Pack. Participants apply plain-language drafting, process mapping, document governance, stakeholder consultation, and effectiveness review to one continuing organizational case. The course connects ownership, controls, approval, communication, version control, and maintenance across the document lifecycle. Policy and procedure writing is delivered by Agile Leaders Training Center.

Who Should Attend

- Policy ownership functions responsible for purpose, scope, authority, and organizational alignment
- Governance and risk functions responsible for controls, accountability, and approval oversight
- Quality functions responsible for documented information, consistency, and review cycles
- Operations functions responsible for process design, handoffs, and usable work instructions
- Human resources functions responsible for workforce policies and employee communication
- Process improvement functions responsible for mapping, testing, and implementation support

The course assumes participants already contribute to organizational documentation or process decisions, and it leaves out legislative drafting and jurisdiction-specific legal advice.

Departments and Industries

The course supports controlled documentation across corporate, public-service, and operational environments.

- Governance, risk, compliance, and internal control departments
- Quality, audit, and process improvement functions
- Human resources, administration, and corporate services teams
- Healthcare, education, and public-service organizations
- Manufacturing, logistics, and facilities operations
- Banking, technology, and professional services

Learning Objectives

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

- Analyze documentation needs and select the appropriate document type
- Build ownership, approval, and document control arrangements
- Use process mapping to define steps, controls, roles, and handoffs
- Apply plain-language drafting methods to policies and procedures
- Evaluate drafts through consultation, testing, and approval criteria
- Build implementation, review, and effectiveness measurement plans

Course Agenda

Day 1: Document Architecture and Governance

- Document Hierarchy and Classification Matrix
- Policy Need and Business Context Analysis
- Purpose, Scope, and Applicability Template
- Policy Ownership and Decision Rights Matrix
- Document Lifecycle Governance Map

Day 2: Process Analysis and Control Design

- SIPOC Process Boundary Map
- Swimlane Roles and Handoffs Diagram
- Risk and Control Point Identification Method
- Procedure Sequence and Exception Logic
- RACI Responsibility Assignment Matrix

Day 3: Plain-Language Drafting

- Policy Statement Drafting Framework
- Procedure Step Writing Method
- Defined Terms and Consistency Checklist
- Ambiguity and Readability Review Technique
- Policy and Procedure Template Assembly

Day 4: Consultation, Approval, and Implementation

- Stakeholder Consultation and Comment Log
- End-User Walkthrough Testing Protocol
- Draft Review and Approval Workflow
- Version Control and Change Register
- Communication and Implementation Plan

Day 5: Governance Practice and Capstone

- Document Architecture Diagnostic Exercise
- Process Map and Control Design Exercise
- Plain-Language Draft Review Exercise
- Effectiveness Indicator and Review Scorecard Exercise
- Capstone Policy and Procedure Drafting Pack Exercise

Practical Exercises

The course uses suggested activities that connect drafting decisions with governance and implementation.

- Suggested activity: diagnose a mixed document set and assign each item to a controlled document hierarchy
- Suggested activity: convert an operational narrative into a swimlane map with roles, controls, exceptions, and handoffs
- Suggested activity: test a draft procedure with an end-user walkthrough and record revision decisions
- Suggested activity: present a Policy and Procedure Drafting Pack for approval and implementation review

FAQs

Who is the Policy and Procedure Writing and Governance Training Course suited to?

The course suits professionals who already contribute to policies, controlled documents, operational processes, governance, quality, or workforce guidance and need a structured production and review method.

How does policy and procedure writing differ from legislative drafting training?

Policy and procedure writing converts organizational decisions and processes into controlled internal guidance, while legislative drafting focuses on creating formal legal instruments and requires different legal authority and conventions.

How should policy and procedure writing distinguish a policy from a procedure?

A policy establishes direction, principles, authority, and required controls, while a procedure defines the ordered actions, roles, handoffs, records, and exceptions used to apply that direction.

How does process mapping improve procedure design?

Process mapping exposes sequence, ownership, handoffs, decisions, controls, exceptions, and records before prose is drafted, helping writers identify gaps and produce steps that users can follow.

How is policy effectiveness reviewed after implementation?

Policy effectiveness is reviewed through defined indicators, user feedback, control evidence, incidents, audit findings, exception trends, and scheduled ownership reviews that lead to documented decisions.

Conclusion

Participants take back a Policy and Procedure Drafting Pack containing a hierarchy, ownership matrix, process map, controlled templates, consultation record, approval route, implementation plan, and review scorecard. The pack creates a shared method for producing usable organizational documents. It helps teams connect policy intent, procedural controls, user behavior, and evidence of effectiveness.