# People Risk Management and HR Assurance Training Course

25 – 29 October 2027
Addis Ababa

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Training Center

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**Ref:** 1224_224387 **Date:** 25 – 29 October 2027 **Location:** Addis Ababa **Fees:** 4500 Euro

## Overview

People Risk Management and HR Assurance Training Course is a one-week course for HR leaders, people risk managers, workforce planning teams, and enterprise risk functions who leave with a People Risk Management File. The course connects people risk management, workforce risk assessment, critical workforce dependency, succession and capability risks, workforce continuity controls, and HR assurance reporting within enterprise governance. Participants apply evidence-based tools to identify exposure, set controls, monitor indicators, and coordinate decisions. Agile Leaders Training Center frames people risk management as an enterprise assurance discipline.

## Who Should Attend

- HR governance functions responsible for people-risk accountability and control oversight
- Workforce planning functions responsible for capacity, capability, and critical-role dependencies
- Employee relations functions responsible for conduct, culture, and case-risk indicators
- Business continuity functions responsible for workforce resilience and crisis-role readiness
- Enterprise risk functions responsible for integrating people risks into risk registers and reporting
- Internal assurance functions responsible for testing workforce controls and evidence

The course assumes participants assess, manage, or assure workforce decisions and leaves out introductory HR administration, jurisdiction-specific labor law, and payroll processing.

## Departments and Industries

The course supports people-risk management across:

- Human resources, workforce planning, employee relations, and people analytics departments
- Enterprise risk, business continuity, compliance, and internal-audit functions
- Financial services, healthcare, energy, and technology organizations
- Manufacturing, logistics, construction, and transport organizations
- Public-interest, education, nonprofit, and professional-service organizations

## Learning Objectives

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

- Analyze enterprise context and define HR people-risk accountabilities
- Build a workforce risk register using consistent assessment criteria
- Evaluate critical workforce, succession, and capability exposures
- Apply conduct, culture, continuity, and data controls
- Prioritize treatment actions within defined risk appetite
- Use indicators and assurance evidence for enterprise reporting

## Course Agenda

## Day 1: People Risk Context and Governance

- ISO 31000 Risk Management Principles Map
- People Risk Governance and Accountability Matrix
- Stakeholder and Workforce Context Analysis
- People Risk Appetite and Tolerance Statement
- HR and Enterprise Risk Coordination Protocol

## Day 2: Identification and Assessment

- People Risk Taxonomy and Cause-Event-Impact Method
- Workforce Risk Identification Interview Guide
- Likelihood and Consequence Rating Criteria
- People Risk Register and Heat Map
- Control Design and Residual-Risk Assessment

## Day 3: Workforce Dependency and Capability

- ISO 30409 Workforce Planning Reference
- Critical Role and Workforce Dependency Map
- Succession Coverage and Readiness Matrix
- Capability Gap and Concentration-Risk Analysis
- Workforce Scenario and Treatment Action Plan

## Day 4: Culture, Continuity, and Assurance

- Conduct and Culture Risk Indicator Catalogue
- Workforce Continuity and Crisis-Role Plan
- Workforce Data Quality and Access Control Map
- ISO 30414 Human Capital Reporting Reference
- People Risk Dashboard and Assurance Schedule

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## Day 5: People Risk Assurance Practice

- Exercise: Map HR and Enterprise Risk Accountabilities
- Exercise: Assess a Critical Workforce Dependency
- Exercise: Evaluate Conduct and Continuity Indicators
- Exercise: Present a People Risk Assurance Report
- Capstone Exercise: People Risk Management File

## Practical Exercises

The course uses suggested activities to practice people-risk decisions:

- Suggested activity: assess critical-role dependency and succession exposure in an energy operation
- Suggested activity: evaluate conduct and culture indicators for a financial-services workforce
- Suggested activity: test workforce continuity controls for a healthcare disruption
- Suggested activity: present prioritized people-risk treatments to an enterprise risk committee

## FAQs

### Who does people risk management training suit, and what does it assume?

People risk management training suits experienced HR, workforce planning, employee relations, continuity, risk, and assurance functions and assumes responsibility for workforce decisions, risk controls, evidence, or governance reporting.

### How does people risk management differ from general enterprise risk management training?

People risk management focuses on workforce dependency, capability, succession, conduct, culture, continuity, and human-capital evidence while connecting those exposures to the organization's wider risk framework.

### What belongs in a workforce risk register?

A workforce risk register records the risk statement, causes, consequences, affected objectives, owner, existing controls, likelihood, impact, residual exposure, indicators, treatment actions, deadlines, and escalation route.

### How should people risk indicators be selected?

People risk indicators should connect to a defined exposure, use reliable workforce data, include thresholds and ownership, show direction of travel, and trigger a documented review or treatment decision.

## What evidence supports HR assurance reporting?

HR assurance reporting uses approved accountabilities, risk assessments, control records, workforce plans, succession evidence, conduct trends, continuity tests, data-quality checks, indicator results, treatment progress, and management decisions.

## Conclusion

Participants take back a People Risk Management File containing a governance matrix, risk register, dependency map, succession assessment, continuity plan, indicator catalogue, dashboard, and assurance schedule. The file turns workforce exposure into owned controls, evidence, thresholds, and treatment decisions. It strengthens coordination between HR, business continuity, assurance, and enterprise risk functions.