Strategic Governance, Policy Design & Compliance Management

3 – 14 May 2027
Addis Ababa

AGILE LEADERS
Training Center

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Overview

Organizations require robust structures to direct strategy execution, maintain internal oversight, and enforce ethical accountability across business operations. The Strategic Governance, Policy Design & Compliance Management programme equips professionals with practical methodologies to design governance operating models, draft sound policies, and establish rigorous compliance mechanisms. Participants examine policy drafting techniques, lifecycle review workflows, control frameworks, and the alignment of oversight mechanisms with corporate digital strategies. Essential risk concepts are integrated to provide a balanced perspective on organizational assurance without diverting attention from operational implementation. This course is delivered by Agile Leaders Training Center.

Who Should Attend

- Chief executive officers and senior directors seeking to reinforce institutional oversight and operational transparency.
- Governance specialists and corporate secretaries tasked with designing operating frameworks and delegation matrices.
- Compliance managers and internal control officers responsible for regulatory monitoring and internal audit readiness.
- Strategic planning leads and enterprise architecture professionals aligning operational mandates with strategic goals.
- Digital transformation leads and technology governance managers embedding policy controls into digital systems.
- Internal auditors and quality assurance evaluators reviewing compliance frameworks and policy enforcement routines.

Departments and Industries

This course serves governance, planning, and compliance specialists across public and private organizations navigating digital modernization and operational risk.

- Corporate Governance and Board Operations Units
- Strategic Planning and Enterprise Performance Departments
- Compliance, Ethics, and Internal Control Divisions
- Legal and Regulatory Affairs Directorates
- Digital Transformation, Information Security, and IT Strategy Teams
- Internal Audit and Operational Quality Assurance Offices

Learning Objectives

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

- Formulate modern governance frameworks aligned with organizational objectives and corporate digital strategies.
- Draft clear corporate policies, standard operating procedures, and governance documentation using structured templates.
- Manage the full policy governance lifecycle from initiation and consultation through executive approval and revision.
- Construct internal control systems and compliance dashboards that track regulatory and procedural adherence.
- Embed essential enterprise risk management principles into policy design and operational control workflows.
- Conduct governance maturity assessment evaluations to identify control gaps and improve organizational accountability.
- Establish auditable documentation standards and reporting routines for board committees and executive leadership.
- Integrate governance controls with automated compliance tools and digital enterprise architectures.

Course Agenda

Day 1: Strategic Corporate Governance Foundations

- Principles and structural models of modern corporate governance
- Governance architecture and corporate strategy alignment
- Organizational culture, ethical behavior, and managerial accountability
- Analysis of systemic governance failures and institutional lessons
- Governance requirements and oversight models in digital transformation
- Review session examining governance as an operational enabler

Day 2: Policy Development, Procedures and Governance Documentation

- Foundations of organizational policy architecture and documentation hierarchies
- Drafting methodology for establishing a new corporate policy
- Formulating standard procedures, process maps, and operational guidelines
- Structuring the policy governance lifecycle and formal approval pathways
- Developing specialized governance policies for corporate digital strategies
- Review session on practical policy drafting and operational alignment

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Day 3: Compliance Management and Organizational Controls

- Evaluating mandatory and voluntary compliance obligations across operations
- Designing enterprise compliance frameworks and accountability matrices
- Structuring internal control systems to safeguard organizational integrity
- Deploying compliance monitoring tools, indicators, and executive dashboards
- Enforcing compliance mechanisms within digital strategy implementation
- Review session on institutionalizing a culture of compliance

Day 4: Essential Risk Management for Governance and Compliance

- Risk governance structures, oversight mandates, and reporting lines
- Operational risk identification and systematic classification methods
- Core components of enterprise risk management for governance specialists
- Designing preventative, detective, and corrective internal control mechanisms
- Integrating risk evaluation criteria into policy and procedure drafting
- Review session on risk fundamentals for governance professionals

Day 5: Strategic Oversight, Board Governance and Future Trends

- Board committee structures, fiduciary responsibilities, and operational mandates
- Executive management accountability for policy execution and enforcement
- Supervisory governance of digital transformation initiatives and emerging tools
- Stakeholder oversight requirements and supervisory expectations
- Emerging governance architectures and automated compliance tracking models
- Review session on integrating board oversight with compliance practices

Day 6: Practical Governance Implementation and Auditable Controls

- Designing functional governance operating models and decision frameworks
- Mapping organizational policies directly to strategic business objectives
- Producing auditable governance records, evidence logs, and process documentation
- Developing governance reporting formats and operational performance scorecards
- Applying governance maturity assessment tools across business divisions
- Review session on translating governance standards into functional systems

Day 7: Advanced Policy Enforcement, Evaluation and Digital Governance Integration

- Enforcement mechanisms, breach protocols, and supervisory accountability
- Managing instances of non-compliance, corrective action plans, and investigations
- Conducting systematic policy review schedules and version control updates
- Aligning operational policies with enterprise IT governance standards
- Continuous improvement methodologies for governance and compliance programs
- Review session on maintaining sustainable governance ecosystems

Day 8: Integrated Governance Performance, Audits and Strategic Reporting

- Establishing governance performance measurement systems and KPI frameworks
- Aligning internal audit work programmes with governance policy architecture
- Preparing structured compliance and governance reports for executive leadership
- Utilizing digital monitoring tools and automation for ongoing assurance
- Executing cross-functional governance reviews and organizational readiness audits
- Review session on sustaining operational governance excellence through continuous assurance

Practical Exercises and Course Toolbox

Participants utilize practical tools and templates to address realistic operational scenarios and develop auditable governance artifacts.

- Policy drafting models, template libraries, and document structuring rubrics
- Governance operating model blueprints and decision rights matrices
- Standard operating procedure templates, workflow charts, and responsibility assignments
- Compliance checklists, evaluation rubrics, and monitoring dashboards
- Governance maturity assessment scorecards and internal assurance forms
- Digital governance case exercises exploring policy alignment during technology modernization

FAQs

What specific qualifications or prerequisites are needed for participants before enrolling in the course?

Participants are expected to have a foundational level of professional experience in governance, compliance, policy development, or related organizational functions. While no formal certification is required, individuals who are involved in decision-making, internal controls, or strategic planning will gain the most value, as the course builds on practical workplace contexts rather than introductory concepts.

How long is each day's session, and what is the total course duration?

Each training day is typically structured to last between 4 to 5 hours, allowing time for interactive discussions, practical workshops, and applied exercises. The full course is delivered over eight days, resulting in a total of approximately 32 to 40 hours of instruction, designed to ensure both depth of understanding and practical application.

How does the course support organizational performance improvement?

The course enhances organizational performance by equipping participants with the tools and methodologies needed to strengthen accountability, improve compliance systems, and align governance with strategic objectives. By applying these practices, organizations can achieve better transparency, more effective decision-making, and stronger overall operational performance.

Conclusion

This programme delivers the practical instruments required to turn high-level corporate governance concepts into functional, auditable operating systems. By mastering systematic policy writing, compliance monitoring, and strategic control alignment, participants establish enduring administrative accountability that safeguards institutional value and advances strategic execution.