

Enterprise Ergonomics Program Design and Governance Training Course

11 – 15 January 2027
Addis Ababa

AGILE LEADERS
Training Center

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Overview

Enterprise Ergonomics Program Design and Governance Training Course is a one-week intermediate course for safety, facilities, HR, and workplace-assessment personnel who leave with an Enterprise Ergonomics Governance Pack. Participants connect work-system design, ergonomics risk assessment, participatory ergonomics, musculoskeletal disorder prevention, ergonomic controls, accommodation, and performance measures across office, hybrid, service, and operational settings. The course turns scattered assessments into a governed improvement cycle with ownership and evidence. Agile Leaders Training Center delivers this course in enterprise ergonomics governance.

Who Should Attend

- Personnel responsible for occupational health, safety, and ergonomic risk governance
- Personnel responsible for facilities, workspace, equipment, and hybrid-work design
- Personnel responsible for job design, accommodation, wellbeing, and workforce policy
- Personnel responsible for task observation, exposure screening, and workplace assessment
- Personnel responsible for engineering changes, operational controls, and improvement portfolios

The course assumes participants review workplace risks or work-design decisions and leaves out clinical diagnosis, therapeutic treatment, product certification, and specialist biomechanical modeling.

Departments and Industries

The course supports departments and industries that design work, manage ergonomic risk, or coordinate workplace improvement.

- Occupational health, safety, industrial hygiene, and risk functions
- Facilities, property, workplace experience, and corporate services teams
- Human resources, wellbeing, disability management, and learning functions
- Manufacturing, warehousing, logistics, maintenance, and field operations
- Healthcare, laboratories, offices, customer service, and technology workplaces

Learning Objectives

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

- Build an enterprise ergonomics governance model with defined ownership.
- Apply ergonomic risk-screening and task-assessment methods.
- Analyze physical, organizational, and worker-reported evidence.
- Prioritize engineering and administrative ergonomic controls.
- Use participatory methods for implementation and accommodation.
- Evaluate measures and improve the ergonomics course of action.

Course Agenda

Day 1: Establish the Ergonomics System

- ISO 6385 Work-System Design Principles Map
- Enterprise Ergonomics Policy and Scope Canvas
- Governance Roles, Decision Rights, and Escalation Matrix
- Workplace Portfolio and Exposure Segmentation Method
- Ergonomics Issue Intake and Triage Workflow

Day 2: Screen and Assess Risk

- Force, Repetition, Posture, Vibration, and Duration Screening Checklist
- Task Observation and Work-Cycle Mapping Sheet
- Office, Hybrid, Mobile, and Operational Workstation Review Method
- Worker Discomfort, Concern, and Early-Signal Interview Guide
- Ergonomic Risk Register and Evidence-Quality Rating

Day 3: Select and Implement Controls

- Engineering, Administrative, and Work-Practice Control Hierarchy
- Tool, Equipment, Layout, and Task-Redesign Option Matrix
- Participatory Ergonomics Improvement Team Charter
- Control Feasibility, Exposure Reduction, and Priority Scorecard
- Implementation Owner, Milestone, and Verification Plan

Day 4: Govern Accommodation and Performance

- Work Capability, Job Demand, and Accommodation Matching Template
- Modified-Duty and Recovery Coordination Workflow
- Leading and Lagging Ergonomics Measure Dictionary
- Control Effectiveness and Residual-Risk Review Protocol
- Management Review and Continuous-Improvement Dashboard

Day 5: Practice Enterprise Ergonomics Governance

- Suggested Exercise: Segment a Mixed Workplace Exposure Portfolio
- Suggested Exercise: Screen and Assess a Repetitive Manual Task
- Suggested Exercise: Compare Controls for an Office and Field Scenario
- Suggested Exercise: Review Accommodation and Performance Evidence
- Capstone Exercise: Present an Enterprise Ergonomics Governance Pack

Practical Exercises

The course uses suggested activities based on mixed work settings, incomplete evidence, competing controls, and shared organizational ownership.

- Suggested activity: convert worker concerns, task observations, incident records, and exposure factors into a prioritized ergonomic risk register.
- Suggested activity: compare engineering, administrative, and work-practice controls for warehouse, office, and maintenance tasks.
- Suggested activity: build a participatory implementation plan with owners, worker input, verification points, and accommodation pathways.
- Suggested activity: evaluate performance measures and present a management review with corrective actions.

FAQs

Who suits enterprise ergonomics governance training, and what does it assume?

Safety, facilities, HR, engineering, and workplace-assessment personnel suit the training. It assumes participants already review work risks, tasks, workplaces, or workforce needs and can access operational evidence.

How does enterprise ergonomics training differ from workstation assessment training?

Enterprise ergonomics training builds governance across many work systems, while workstation assessment training concentrates on an individual workstation, user, or equipment arrangement.

What evidence supports an ergonomics risk assessment?

Useful evidence includes task observation, force, posture, repetition, duration, vibration, worker concerns, discomfort reports, incident records, job changes, equipment data, and control-performance observations.

How should ergonomic controls be prioritized?

Ergonomic controls should be prioritized by risk severity, exposure, feasibility, expected reduction, worker input, implementation dependencies, and the strength of supporting evidence.

What should an enterprise ergonomics dashboard measure?

An enterprise ergonomics dashboard should track screening coverage, assessment completion, worker participation, control implementation, verification, residual risk, reported concerns, accommodation actions, and overdue decisions.

Conclusion

Participants take back an Enterprise Ergonomics Governance Pack. It combines the policy canvas, exposure portfolio, screening tools, risk register, control scorecard, participation charter, accommodation workflow, measures, and management-review dashboard. The pack turns isolated ergonomic concerns into traceable decisions, owned improvements, verified controls, and a repeatable governance cycle.