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HUMAN RESOURCES AND TRAINING | HRT-059

# Risk Management for Human Resources


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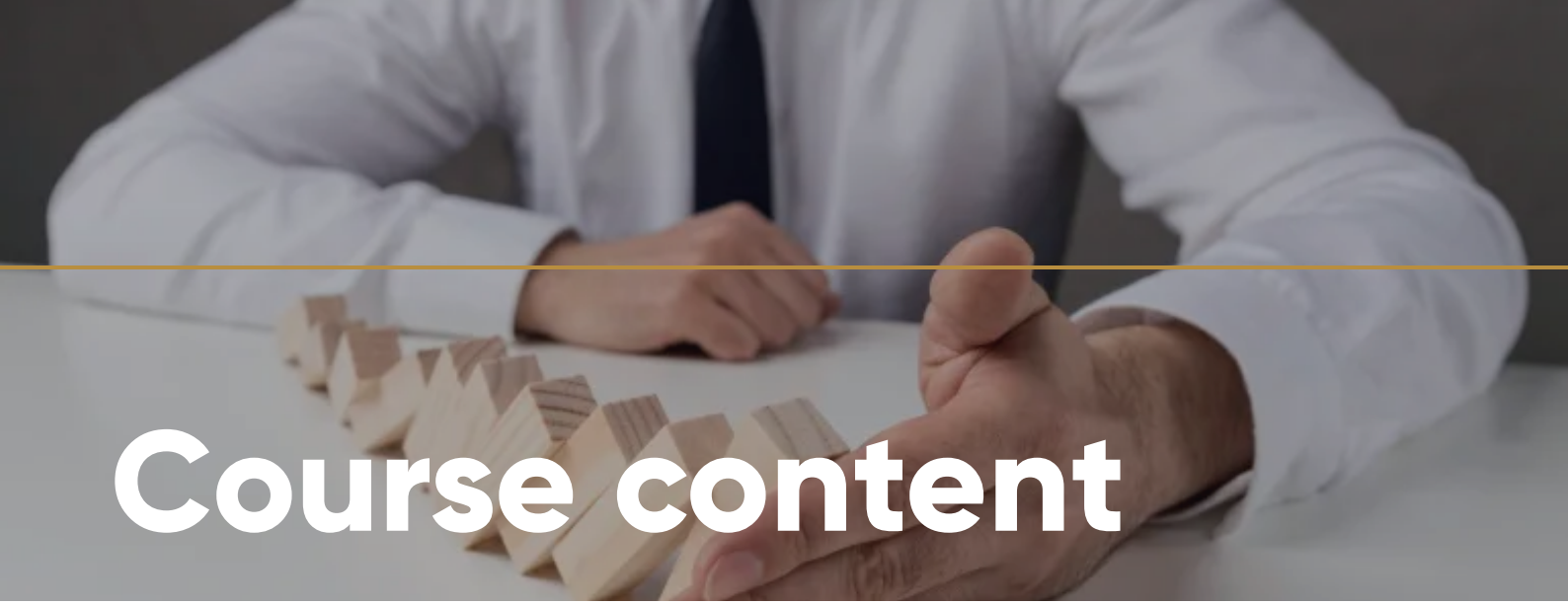


# Course content

## Why Attend

Why Attend Human Resources plays a critical role in identifying, managing, and reducing people-related risks that can impact organizational performance, reputation, and continuity. Risks such as talent shortages, compliance failures, employee misconduct, data breaches, and workplace disruption require proactive HR leadership. This course provides participants with practical tools to build risk management frameworks, assess people risks, strengthen controls, and support business resilience.

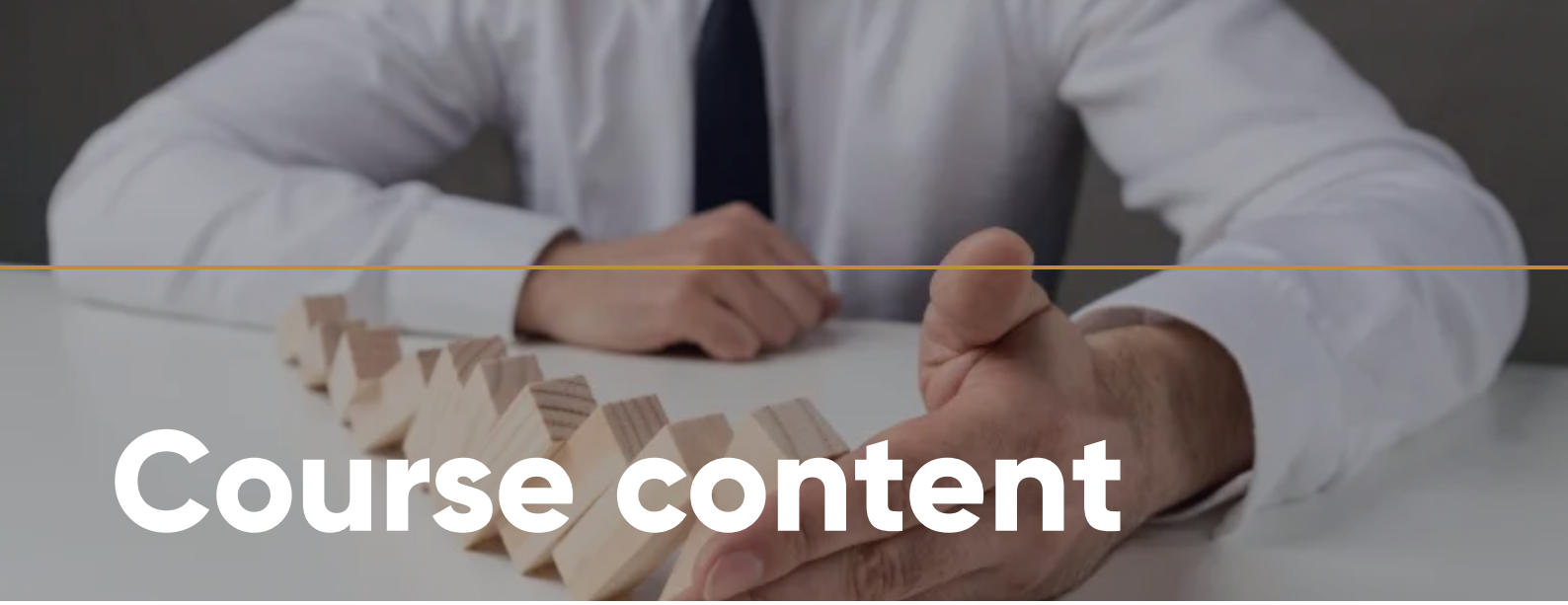
Course Methodology This course uses an interactive and practical approach through presentations, case studies, risk workshops, group discussions, scenario exercises, planning activities, and real workplace examples.

## Course Objectives

- Understand the role of HR in enterprise risk management
- Identify and assess key workforce and HR risks
- Build practical HR risk registers and control plans
- Apply risk response and mitigation strategies
- Strengthen crisis readiness and business continuity planning
- Evaluate risk controls and compliance effectiveness
- Manage human capital and ethics-related risks
- Protect employee data and sensitive HR information

## Target Audience

- HR Professionals
- HR Managers
- Risk Management Staff
- Compliance Officers



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## Target Audience

- Employee Relations Managers
- Business Continuity Teams
- Anyone responsible for workforce governance and people risk

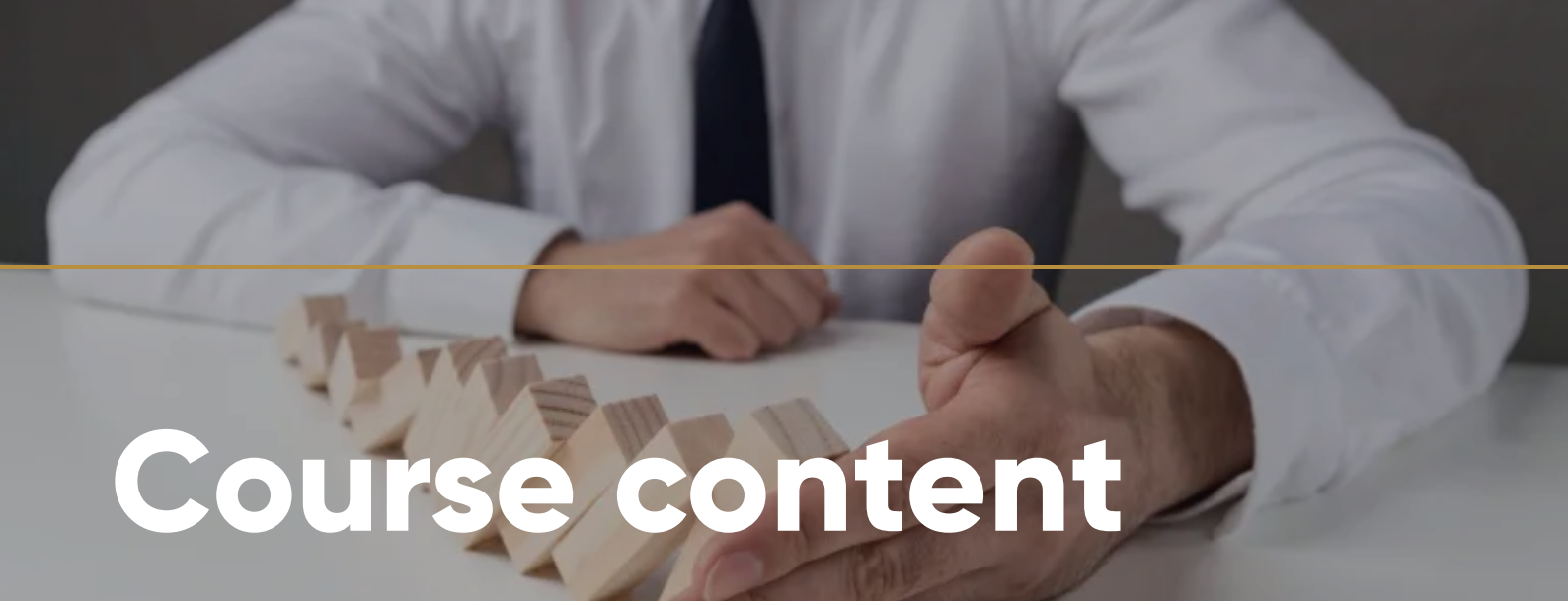
## Target Competencies

- HR Risk Management
- Risk Assessment
- Compliance Management
- Business Continuity
- Crisis Preparedness
- Data Protection
- Strategic Thinking
- Continuous Improvement

## Course outline

### Day 1: Foundations of Risk Management in HR

- HR's role in organizational risk management
- Definitions and categories of risk
- Risk management lifecycle and governance principles
- Benefits of proactive risk management
- Common barriers to effective risk practices
- Overview of ISO 31000 principles
- Building a risk-aware HR culture



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### Day 2: Identifying and Analysing HR Risks

- Techniques for identifying workforce risks
- Risk analysis tools relevant to HR functions
- Evaluating likelihood, impact, and priority
- Key Risk Indicators (KRIs) for HR monitoring
- Creating and maintaining an HR risk register
- Turning risk data into management insights

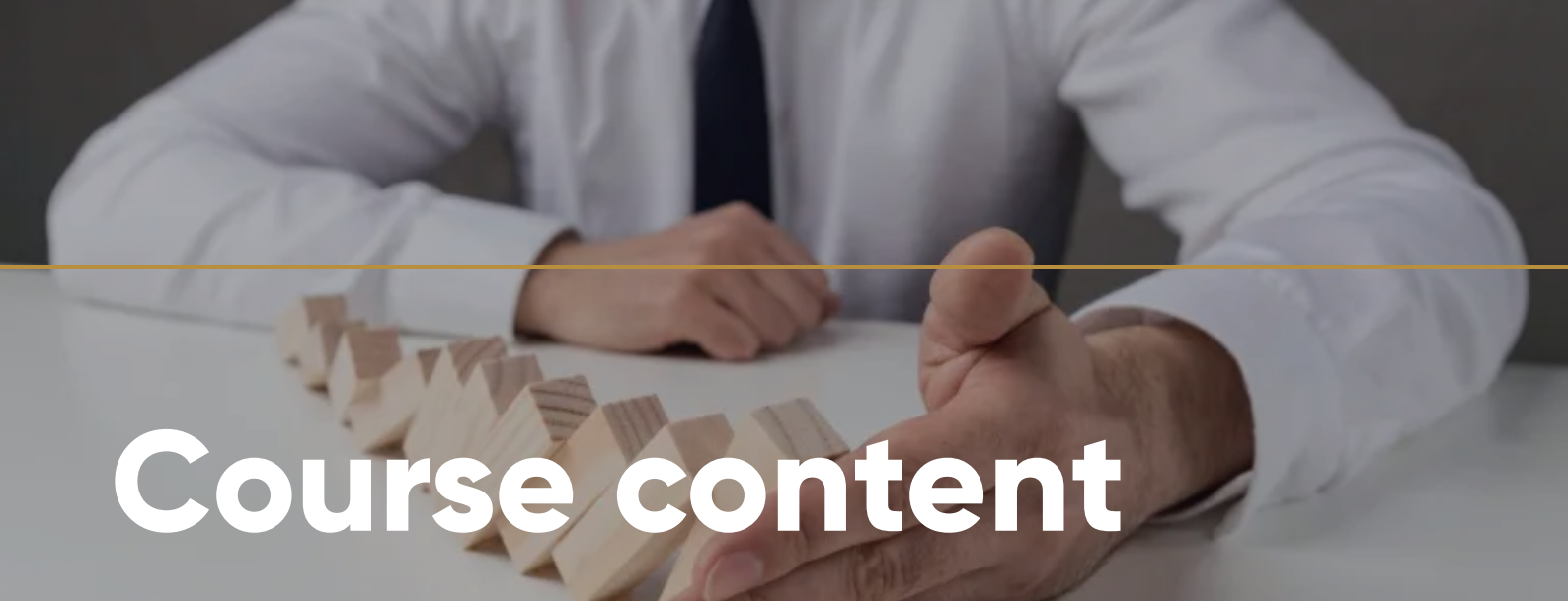
### Day 3: Managing and Responding to Risks

- Strategies for responding to threats and opportunities
- Developing HR risk treatment plans
- Setting measurable risk management objectives
- Emergency preparedness for workforce disruption
- Business continuity principles for HR operations
- Crisis planning and readiness exercises

### Day 4: Evaluating Risk Management Effectiveness

- Importance of oversight and governance reviews
- Measuring effectiveness of risk policies and controls
- Incident investigation and post-incident learning
- Assessing compliance with laws and standards
- Quality assurance in risk management processes
- Continuous improvement of HR risk systems

### Day 5: Human Capital Risk Management



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- Common human capital risks and business impact
- Managing skills shortages and talent pipeline risks
- Ethics, conduct, and behavioural risk management
- Intellectual property and knowledge loss risks
- Protecting HR and employee data from cyber threats
- Final workshop: Build an HR risk action plan

# Seminar dates

## Available seminar dates

Live dates and pricing for Risk Management for Human Resources generated from the course details page.

| Date | Location | Format | Fee |
|---|---|---|---|
| 9 - 13 November 2026 | Kuala lumpur - Malaysia | Classroom | **€1,800.-** |
| 16 - 20 November 2026 | Amsterdam - Netherlands | Classroom | **€3,360.-** |
| 7 - 11 December 2026 | London - U.K | Classroom | **€3,400.-** |
| 14 - 18 December 2026 | Kuala lumpur - Malaysia | Classroom | **€1,800.-** |
| 21 - 25 December 2026 | Amsterdam - Netherlands | Classroom | **€3,400.-** |
| 4 - 8 January 2027 | London - U.K | Classroom | **€3,360.-** |
| 1 - 5 February 2027 | Barcelona - Spain | Classroom | **€3,080.-** |
| 1 - 5 March 2027 | London - U.K | Classroom | **€3,360.-** |
| 5 - 9 April 2027 | Barcelona - Spain | Classroom | **€3,080.-** |
| 3 - 7 May 2027 | Istanbul - Turkey | Classroom | **€2,280.-** |
| 7 - 11 June 2027 | Frankfurt - Germany | Classroom | **€2,600.-** |
| 5 - 9 July 2027 | London - U.K | Classroom | **€3,360.-** |
| 2 - 6 August 2027 | Munich - Germany | Classroom | **€3,400.-** |
| 6 - 10 September 2027 | Amsterdam - Netherlands | Classroom | **€3,400.-** |
| 4 - 8 October 2027 | London - U.K | Classroom | **€3,360.-** |
| 1 - 5 November 2027 | Istanbul - Turkey | Classroom | **€2,280.-** |
| 6 - 10 December 2027 | Kuala lumpur - Malaysia | Classroom | **€1,800.-** |