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HUMAN RESOURCES AND TRAINING | HRT-059

Risk Management for Human Resources

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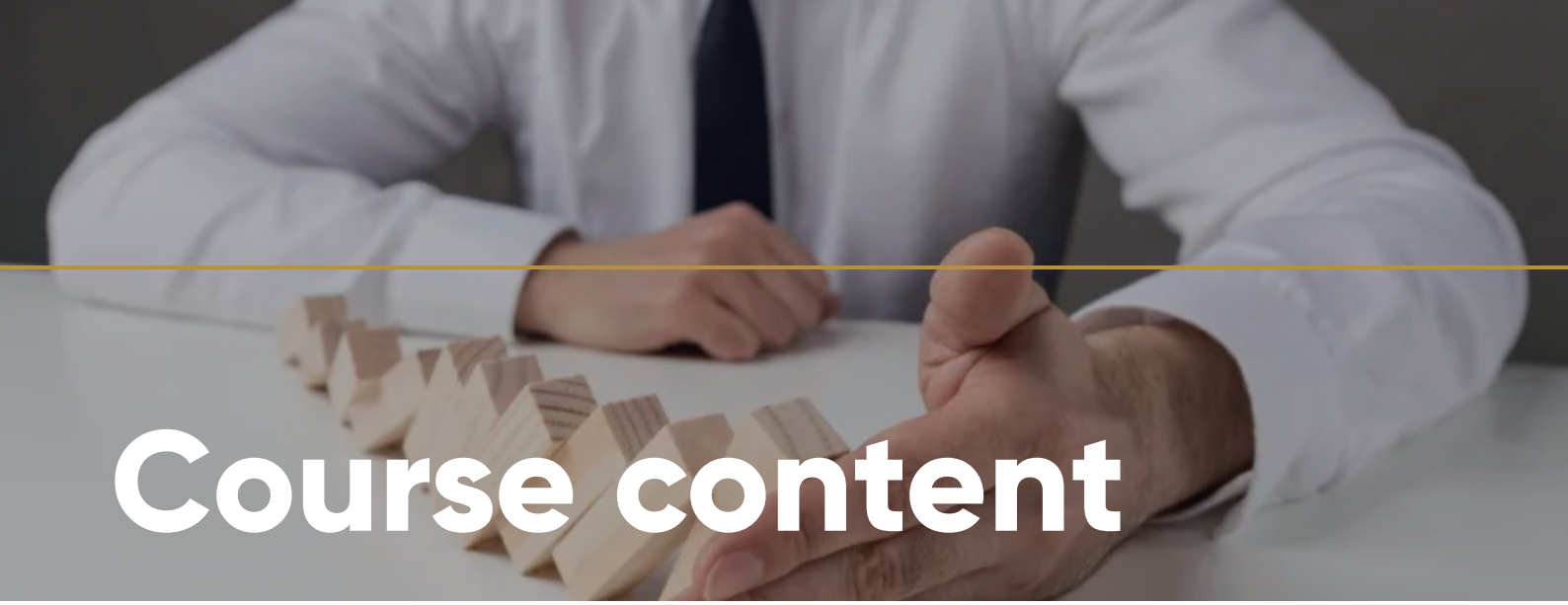


Course content

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.

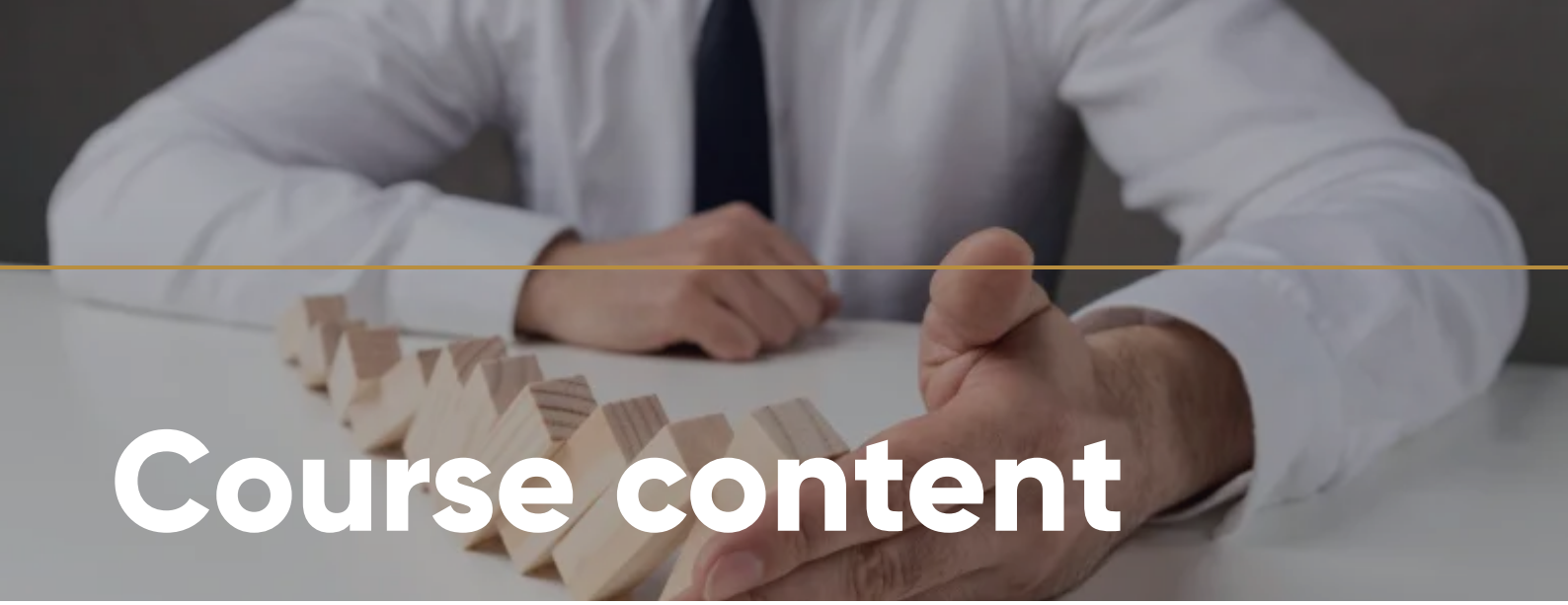
Course Methodology This course uses an interactive and practical approach through presentations, case studies, risk workshops, group discussions, scenario exercises, planning activities, and real workplace examples.

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

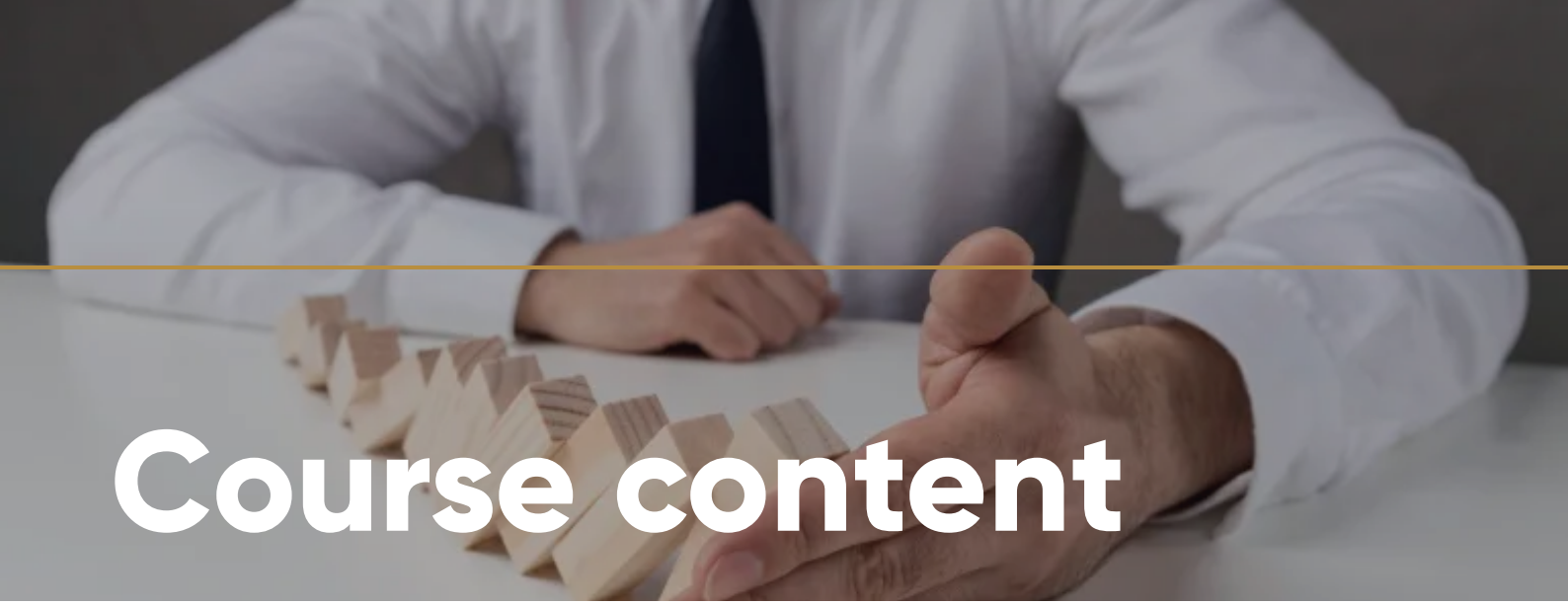
Target Competencies

- 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

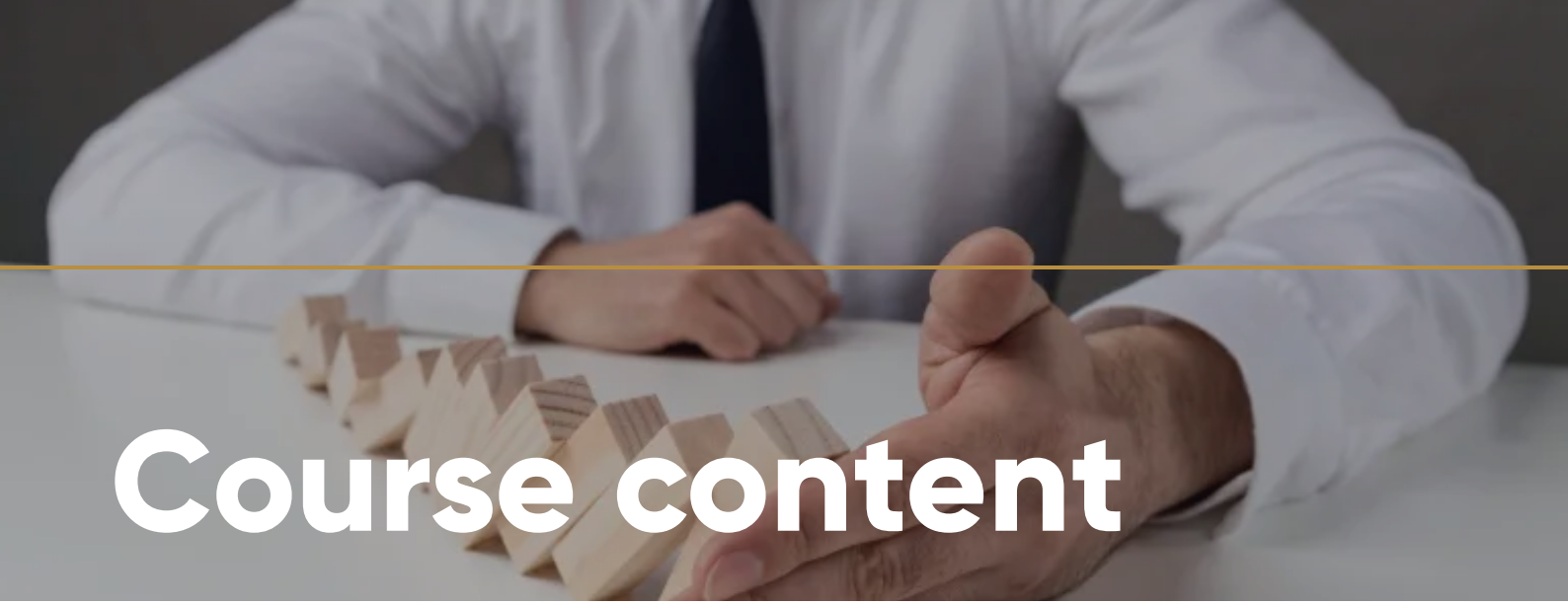
Day 3: Managing and Responding to Risks

- 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.-**