XCELERATE TRAINING INSTITUTE

your learning & development partner

HUMAN RESOURCES MANAGEMENT (HRM)

HR Risk Management Training Course

DURATION	LANGUAGE	FORMAT
5 days	English	Classroom / Online

Upcoming dates

Dates	Venue	Format	Fee
22 – 26 Feb 2027	Live online	Online (live)	€1,200
2 – 6 Aug 2027	Live online	Online (live)	€1,200
6 – 10 Sep 2027	Boston	Classroom	€4,800

Register or ask a question

Online: staging.x8ti.com/course/hr-risk-management-training-course/

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HR Risk Management Training Course

Introduction

Introduction

HR Risk Management is a process of identifying and minimizing risk or threat before or after investing in an HR process or any other project. Risk management anticipates future losses that might occur. Predicting future threats and taking precautions; includes financial ambiguity, legal obligations, strategic administration errors, mishaps, and natural calamities.

HR risk management focuses on the risks caused by employees to the business. Inadequate employee management, employee behavior, or the lag in the recruitment and retention process. Several areas of impact include decreased profits, time lost, even adverse effects on vital customers and employees. HR risk management strategy helps to deal with challenging employees, make effective hiring decisions, and manage employees effortlessly.

This Xcelerate Training Institute course will empower participants to take risk management initiative to manage effectively and prevent any mishaps from happening. The goal is to diminish the bearing of undesirable risks and to increase opportunities. It is a tool for acknowledging risks and sensitizing the management as well as the project team about it.

A risk management plan details how the team will manage the risk, it’s tolerance and impact. Anticipate unprecedented risks. It can be a result of gap in knowledge or exposure to partial data. Staying vigilant is the primary responsibility.

Learning Objectives

- Identify, understand, and evaluate risk
- Reduce and eradicate damaging or harmful threats
- Support efficient use of resources
- Effectively communicate risk within the organization
- Learn essential human resource risk management techniques and procedures
- Assimilate critical concerns of human resource management
- Learn risk management practices in managing human capital associated risks
- Identify and analyze Key Performance Indicators (KPIs) and Key Risk Indicators (KRIs)
- Analyze risk to understand the significance and potential impact
- Apply human capital risk management to seize opportunities and diminish liabilities
- Assess strategies of risk management and a variety of approaches to manage risk
- Understand the peripheral environment of business, characterize risk inclinations and goal setting
- Categories types of risk and the tools to identify and eliminate them
- Evaluate and review risk management policies and procedures; their implementation and measuring the effectiveness

Training Methodology

HR Risk Management Certification Training is designed for HR and other professionals who are vigilant, proactive and operate with a sense of responsibility towards the wider organization beyond the limitation of small groups or departments.

Risk professionals are given scenarios to assess potential threats. They are presented with challenging risks around people and processes to gauge their intuition and sense of evaluation, communication, and management of risk.

Xcelerate Training Institute partners with Risk Management professionals from different industries to gain insights and perspectives about what makes them successful at preventing risk and saving the company from losses. This course is highly customized to suit the needs of the client and industry.

The methodology of facilitation is experiential learning and is done by incorporating case studies, role plays and simulations.

Benefits for Your Organization

- Strategy for human factors risk management across teams
- Standard structure, enabling adaptable and personalized methodologies
- Organized administrative tool for managing human factor centered risks
- Means to identify risk and threat
- Enhanced goodwill and willingness
- Growth and development through improved performance
- Structured mechanism to analyze and assess risk
- A systematic method for monitoring, managing, evaluating and reviewing projects and processes
- Effective tools to administer Human Factors based risks
- Improved opportunities and reduction of human-based threats
- Effective performance management strategies
- Increased efficiency in recruitment and training
- Effective relationship building and conflict management system
- Improved employee turnover and sense of belonging
- Increased productivity and elevated incoming business

Benefits for You

- Identify difficult spots and minimize surprise factors
- Superior quality data and communication
- Exceptional success through improved budgeting
- Empower employees with opportunities to learn and grow with a focus
- Effective and clear escalation procedures
- Developing processes to lead by example (making managers cultural ambassadors)
- Reduce the probability of losses
- Build an effective recruitment program and refurbish the on-boarding process

- Stay updated about the compliance and regulations; resolve conflicts effectively
- Exhibit understanding of key risk management competencies
- Display commitment to excellence and integrity
- Effectively scrutinize the business model
- Design and develop risk strategies for the organization
- Apply risk process; effective decision making
- Improve risk competency for the organization

Target Audience

Risk management professionals venturing into HR arena, HR professionals upgrading to risk management roles, Functional leaders, OD consultants

Course Outline

Introduction to HR Risk Management

- What is HR risk management?
- Key concepts of HR risk management
- Role of HR in risk management
- Identifying and analyzing risk
- Benefits and impediments to risk management
- Managing and evaluating risk management
- Classifications of risk

Identifying and Analyzing Risk

- Risk assessment phases
- Identifying risks
- Risk identification approaches
- Risk analysis tools
- Evaluating risks (ignore or address)
- Key risk indicators
- The risk register

Managing Risk

- Reacting to all types of Risks
- Developing and executing risk management plan
- Defining the objectives for risk management
- Crisis vigilance and business stability
- Disaster management planning and anticipation process

Evaluating Risk Management

- Supervising and mentoring the Risk Management Plan
- Assessing the efficiency of risk management policies and procedures
- Evaluating compliance

- Quality assurance and uninterrupted development

Human Capital Risks

- Symposium of risk management issues
- Ascertaining human capital risks
- Improving key risk indicator
- Scarcity of vital skills
- Insurance, data, and cybersecurity
- Ethics and Conduct
- Compliance and regulation
- Supply chain risk

Developing HR Metrics

- Analyzing HR metrics
- Determining applicable human capital methods
- Improving key performance indicators (KPIs)
- Creating HR audit dashboard

Evaluating HR Management Processes and Practices

- Evaluating the recruitment, selection and hiring process
- Reviewing performance management
- Assessing employee relations
- Measuring the discipline and termination process

HR Audits and Models

- Understanding and evolution of HR audits
- Identifying key HR audit concerns and developing plan accordingly
- Essential elements of an HR audit
- Internal audits and control activities

Sources of HR Risks

- Workplace Culture
- Team building initiatives to bring everyone together
- Safety and risk management
- Workplace Accidents
- Injuries
- Medical cost
- Loss of productivity
- Employment-related lawsuits
- Employee benefit liability
- Network and data security
- Theft and fraud
- Training and competency

- Employee turnover

FAQ’s, Role-plays, Case studies and Discussions

- Get access to the repository of cases, risk assessment tools and approaches to address the same from various industries
- Meet veterans who have been in the space building systems to combat risk and threats
- Participate in challenging case discussions and formulate solutions
- Stay connected with the cohort for post session support, building a strong community of risk professionals

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Registration Form

HR Risk Management Training Course

Preferred dates: ..... Venue or online: .....

Duration: 5 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

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Payment

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Register online
Open the course page