



Abstract

Enterprise risk management (ERM) signifies a fundamental shift in the way firms manage risk. With its emphasis on a holistic approach, ERM identifies and measures diverse risk factors and coordinates related activities throughout all operating business units of an enterprise, as opposed to the traditional approach where each business unit separately assesses its risks and decides how to mitigate them independently on its own. One of the critical components of ERM is human resource (HR) risk management.

HR risk management should be viewed from two perspectives: Firstly, people are sources of human resource risks and are critical differentiators in whether organisations will control their strategic risks effectively. Secondly, people are a critical element in the effective management of strategic risks and are therefore a critical missing link.

The HR Risk Management Standard: and the Risk Management Application Standard provide an indispensable framework for the identification and mitigation of HR risks.

Course Overview

Module 1: Enterprise Risk Management: A Holistic Approach to Risk Management

- Triggers of corporate governance and enterprise risks
- International HR risks

Module 2: Risk Management Terminology

- The 11/eleven categories of risk management terminology

<ul style="list-style-type: none"> • HR risks in South Africa 	<p>The 50/fifty different risk management terms</p>
<p>Module 3: Risk Management Frameworks</p> <ul style="list-style-type: none"> • International risk management approaches • King Code of Governance for South Africa: Implications for HR • Linking HR risk management to strategic HR management 	<p>Module 4: The SABPP Risk Management Standard; and Application Standard</p> <ul style="list-style-type: none"> • Ent of Identification of positive and negative events caused by people factors. • Alignment of HR and people management practices within the GRC framework • People risk assessment practices and procedures • Appropriate risk controls and interventions. • Creation and sustaining a risk culture
<p>Module 5: HR Governance, Risk and Compliance</p> <ul style="list-style-type: none"> • HR governance as a professional thrust • Changing world of work and governance • HR governance and corporate governance • HR governance as a competency • Elements of HR governance 	<p>Module 6: HR Risk Management Process</p> <ul style="list-style-type: none"> • Contextualise risk within strategic imperatives • Risk Assessment <ul style="list-style-type: none"> ✚ Risk identification ✚ Risk analysis ✚ Risk evaluation ✚ Risk treatment • Communication and consultation <p>Monitoring and evaluation</p>
<p>Module 7: The HR Risk Register</p> <ul style="list-style-type: none"> • An organisational risk information repository • A tracking and risk communication tool • Critical risk management information: <ul style="list-style-type: none"> ✚ A risk description ✚ Impact of risks to business ✚ Probabilities of risk occurrences ✚ Risk owners ✚ Ranking of risks relative to each other ✚ Various risk responses. • Risk register maintenance 	

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| <ul style="list-style-type: none">• Continuous evaluation | Monitoring and | |
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Target Population

- HR risk owners
- Internal audit practitioners
- Risk and compliance practitioners
- HR business partners
- Line managers

Course Duration

2 Days

Course Fee

- SABPP members R3 120.00 excl vat
- Non-members R3 744.00 excl vat