



Executive Leadership and Corporate Governance Excellence Training Course

Ref: #CS6375



Course Introduction / Overview:

Effective corporate governance is the bedrock of sustainable organizational success, and it is intrinsically linked to the quality of executive leadership. This intensive training course provides a comprehensive exploration of the critical interplay between strategic management and robust governance frameworks. It moves beyond theoretical principles to offer practical, actionable insights for navigating the complexities of the modern business environment. Drawing on foundational concepts from leading thinkers like Bob Tricker, author of "Corporate Governance: Principles, Policies, and Practices", this program delves into the mechanisms that ensure accountability, fairness, and transparency in an organization's relationship with its stakeholders. Participants will dissect the roles and responsibilities of the board, the executive team, and key committees, learning to foster a culture of integrity and ethical decision-making. BIG BEN Training Center has designed this course to empower leaders to not only comply with regulations but to leverage superior governance as a strategic advantage, driving long-term value creation, enhancing corporate reputation, and building resilient organizations capable of thriving amidst uncertainty and change. This is a definitive guide for leaders committed to achieving excellence in both performance and principle.

Target Audience / This training course is suitable for:



- Board Members and Directors.
- C-Suite Executives including CEOs, CFOs, and COOs.
- Senior and Executive-Level Management.
- Heads of Corporate Strategy and Planning.
- Corporate Secretaries and General Counsel.
- Heads of Legal, Compliance, and Risk Management Departments.
- Internal and External Auditors.
- Senior Government Officials and Regulators.
- Aspiring corporate leaders and senior managers.

Target Sectors and Industries:

- Banking, Finance, and Insurance Services.
- Oil, Gas, and Energy Sector.
- Telecommunications and Information Technology.
- Healthcare and Pharmaceutical Industries.
- Real Estate and Construction.
- Manufacturing and Industrial Companies.
- Aviation and Logistics.
- Retail and Fast-Moving Consumer Goods (FMCG).
- Governmental and Public Sector Organizations.
- Non-Profit and Non-Governmental Organizations.

Target Organizations Departments:



- Executive Management and The Board of Directors Office.
- Legal Affairs and Corporate Governance.
- Compliance and Regulatory Affairs.
- Finance and Treasury.
- Internal Audit and Control.
- Risk Management.
- Strategic Planning.
- Investor Relations and Corporate Communications.
- Human Resources, specifically for succession planning and executive compensation.

Course Offerings:

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

- Develop and implement effective corporate governance frameworks.
- Define the roles and responsibilities of the board, its committees, and executive management.
- Enhance board effectiveness through best practices in composition, evaluation, and dynamics.
- Integrate risk management and internal controls into strategic planning and decision-making.
- Champion a corporate culture rooted in ethics, integrity, and transparency.
- Master the principles of financial oversight, reporting, and audit committee functions.
- Effectively manage stakeholder relationships and communications.
- Lead corporate social responsibility (CSR) and Environmental, Social, and Governance (ESG) initiatives.
- Navigate complex regulatory environments and ensure full compliance.
- Develop robust succession plans for key leadership positions.

Course Methodology:



This training course from BIG BEN Training Center employs a highly interactive and experiential learning methodology to ensure participants can translate theory into practice. The approach is centered on a blend of expert-led instruction, intensive case study analysis of real-world corporate successes and failures, and collaborative group work. Participants will engage in dynamic discussions, simulations of board meetings, and role-playing exercises designed to tackle complex governance dilemmas and strategic challenges. The methodology emphasizes peer-to-peer learning, allowing seasoned professionals to share insights and diverse perspectives in a confidential and supportive environment. Practical workshops will focus on developing tangible outputs, such as drafting a committee charter or designing a risk appetite statement. Continuous feedback from the course facilitator will be provided to guide learning and development. The program is designed not as a passive lecture but as an active, engaging forum that equips leaders with the practical skills, critical thinking abilities, and strategic foresight needed to excel in their governance and leadership roles.

Course Agenda (Course Units):

Unit One: Foundations of Modern Governance and Executive Leadership

- The Evolution and Principles of Corporate Governance.
- Key Global Governance Codes and Frameworks.
- The Legal and Regulatory Landscape for Directors and Officers.
- Defining the Roles of the Board vs. Management.
- Theories of Corporate Governance (Agency, Stakeholder, Stewardship).
- The Ethical Foundations of Executive Leadership.
- Linking Corporate Strategy with Governance Structures.



Unit Two: The High-Performing Board of Directors

- Board Composition, Structure, and Independence.
- The Role of Board Committees (Audit, Compensation, Nomination).
- Conducting Effective Board Meetings and Decision-Making Processes.
- Board Dynamics, Conflict Resolution, and Fostering a Constructive Culture.
- Director Recruitment, Onboarding, and Continuous Development.
- The Chairman's Role in Leading the Board.
- Processes for Board and Director Performance Evaluation.

Unit Three: Strategic Oversight, Risk, and Compliance

- The Board's Role in Strategy Formulation and Oversight.
- Defining and Implementing a Corporate Risk Appetite.
- Establishing an Effective Enterprise Risk Management (ERM) Framework.
- The Three Lines of Defense Model in Practice.
- Designing and Monitoring Internal Controls.
- Building a Robust Compliance and Ethics Program.
- Whistleblowing Policies and Corporate Investigations.

Unit Four: Financial Stewardship and Stakeholder Engagement

- Understanding Financial Statements and Key Performance Indicators.
- The Responsibilities of the Audit Committee.
- Ensuring the Integrity of Financial and Corporate Reporting.
- Effective Investor Relations and Shareholder Communication.
- Managing Relationships with Key Stakeholders (Employees, Customers, Suppliers, Regulators).
- Corporate Social Responsibility (CSR) as a Strategic Imperative.
- Integrating Environmental, Social, and Governance (ESG) Criteria into Strategy.

Unit Five: Advanced Leadership, Crisis Management, and the Future of Governance



- Executive Compensation Philosophy and Design.
- Strategic Talent Management and CEO Succession Planning.
- Leadership and Governance in a Crisis Situation.
- The Impact of Digitalization and Technology on Governance (GovTech).
- Shareholder Activism and Corporate Defense Mechanisms.
- Trends in Corporate Reporting and Integrated Reporting.
- The Future of Corporate Governance in a Post-Pandemic World.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

How can executive leaders balance the pursuit of short-term shareholder value with the long-term, sustainable interests of a diverse range of stakeholders in an era of increasing social and environmental scrutiny?

What unique qualities does this course offer compared to other courses?



This course distinguishes itself by holistically integrating the disciplines of executive leadership and corporate governance, treating them not as separate functions but as two sides of the same coin. While many programs focus narrowly on the legal and procedural aspects of compliance, this training course emphasizes the strategic and ethical dimensions of governance. It moves beyond a simple checklist approach to explore the nuanced dynamics of board-level decision-making, the cultivation of an ethical corporate culture, and the leader's role in championing integrity. The curriculum is uniquely forward-looking, dedicating significant attention to contemporary challenges and opportunities such as ESG integration, the impact of digitalization on board oversight, and navigating shareholder activism. By using a case study methodology that examines both landmark failures and exemplary successes, the course provides a practical, real-world context that is often missing from more theoretical programs. Participants leave not just with knowledge of governance rules, but with the strategic foresight and leadership acumen to use governance as a powerful tool for creating sustainable, long-term value for all stakeholders.