Strategic Risk and Performance Management Integration Training Course

05 - 09 Oct 2026

California

7900 € (Per Person)

Ref: #GRC1129_215749

Course Introduction / Overview:

In today's volatile business environment, the traditional separation of risk management and performance management is no longer viable. Organizations that manage these functions in silos often miss critical opportunities and fail to see emerging threats, leading to suboptimal decision-making. This course addresses this critical gap by providing a comprehensive framework for integrating risk management directly into the performance management cycle. It moves beyond compliance to position risk management as a strategic enabler of sustainable growth and value creation. Drawing on principles articulated by thought leaders like Robert S. Kaplan in his work, "The Execution Premium: Linking Strategy to Operations for Competitive Advantage," this program emphasizes the symbiotic relationship between risk appetite and strategic objectives. Participants will learn to align Key Risk Indicators (KRIs) with Key Performance Indicators (KPIs), ensuring that performance goals are pursued with a clear understanding of the associated risks. BIG BEN Training Center has designed this course to equip professionals with the practical skills needed to build resilient and agile organizations that can thrive amidst uncertainty by making risk-informed decisions an integral part of their corporate DNA.

Target Audience / This training course is suitable for:

- Risk Management Professionals.
- Performance Management Specialists.
- Strategic Planning Managers.
- Department Heads and Line Managers.
- Internal and External Auditors.
- Compliance Officers.
- Finance Managers and Controllers.
- Executives and Senior Leadership.
- Business Analysts.
- Project and Program Managers.

Target Sectors and Industries:

- Banking and Financial Services.
- Insurance and Asset Management.
- Healthcare and Pharmaceuticals.
- Energy, Oil, and Gas.
- Manufacturing and Engineering.

- Telecommunications and Technology.
- Governmental Agencies and Public Sector Organizations.
- Consulting and Professional Services.
- Retail and Consumer Goods.
- Transportation and Logistics.

Target Organizations Departments:

- Risk Management.
- Strategy and Corporate Planning.
- Finance and Accounting.
- Operations Management.
- Internal Audit.
- Human Resources.
- Compliance and Legal.
- Information Technology.
- Project Management Office (PMO).
- Business Development.

Course Offerings:

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

- Develop a cohesive framework that integrates enterprise risk management with performance management systems.
- Align the organization's risk appetite and tolerance levels with its strategic objectives and KPIs.
- Design and implement meaningful Key Risk Indicators (KRIs) that are directly linked to performance drivers.
- Utilize risk information to enhance strategic planning and resource allocation decisions.
- Embed risk-aware thinking into the performance appraisal and reward processes.
- Improve corporate governance through integrated risk and performance reporting to the board and senior management.
- Conduct risk-based performance analysis to identify opportunities for optimization and resilience.
- Foster a proactive organizational culture where managing risk is a shared responsibility for achieving goals.
- Apply integrated thinking to business continuity and strategic agility planning.
- Evaluate and leverage technology for effective risk data aggregation and performance monitoring.

Course Methodology:

The training methodology employed in this course by BIG BEN Training Center is designed to be highly interactive, practical, and engaging to ensure maximum knowledge retention and application. We move beyond traditional lectures to create a dynamic learning environment where participants actively construct their understanding. The program is built upon a foundation of expert-led presentations that introduce core concepts, frameworks like COSO and ISO 31000, and strategic models. These sessions are complemented by a series of real-world case studies, allowing participants to analyze how leading organizations have successfully integrated risk and performance, as well as the pitfalls to avoid. A significant portion of the course is dedicated to hands-on workshops and group exercises where participants will work collaboratively to design KRI-KPI matrices, conduct risk assessments for strategic plans, and develop integrated reporting dashboards. Role-playing scenarios will simulate board-level discussions and decision-making processes, providing a safe space to practice new skills. Continuous feedback from the instructor and peers is a cornerstone of our approach, ensuring that participants can refine their understanding and confidently apply their learning directly to their professional roles upon completion of the course.

Course Agenda (Course Units):

Unit One: Foundations of Integrated Risk and Performance

- The Evolution from Siloed Functions to Strategic Integration.
- Defining Enterprise Risk Management (ERM) and its Core Components.
- Understanding the Performance Management Cycle and its Objectives.
- The Business Case for Integrating Risk and Performance Management.
- Key Terminology: Risk Appetite, Risk Tolerance, KPIs, and KRIs.
- Stakeholder Expectations and Corporate Governance Imperatives.
- Identifying the Barriers to Successful Integration.

Unit Two: Strategic Alignment and Frameworks

- Linking Risk Management to the Strategic Planning Process.
- Utilizing Frameworks: COSO ERM and ISO 31000 in Practice.
- The Role of the Balanced Scorecard in Integrated Management.
- Setting a Clear and Actionable Risk Appetite Statement.
- Cascading Strategic Objectives and Risk Tolerances Throughout the Organization.
- Mapping Corporate Strategy to Key Performance and Risk Indicators.
- Ensuring Board and Executive-Level Sponsorship and Oversight.

Unit Three: The Mechanics of Integration

- Designing a Cohesive KPI and KRI Framework.
- Techniques for Linking KRIs Directly to Strategic KPIs.
- Risk-Based Goal Setting and Performance Target Adjustment.
- Integrating Risk Assessment into the Budgeting and Forecasting Process.
- Embedding Risk Considerations into Performance Appraisals and Incentive Schemes.
- Developing Risk Escalation Triggers Based on Performance Deviations.
- Workshop: Building an Integrated Performance and Risk Scorecard.

Unit Four: Monitoring, Reporting, and Technology

- Designing Effective Integrated Risk and Performance Dashboards.
- Best Practices for Reporting to Senior Management and the Board.

- The Role of Data Analytics in Predictive Risk and Performance Insights.
- Evaluating Governance, Risk, and Compliance (GRC) Software Solutions.
- Automating Monitoring and Alerting Processes.
- Techniques for Clear and Concise Communication of Integrated Information.
- Case Study: Analyzing Integrated Reports for Strategic Decision-Making.

Unit Five: Cultivating a Risk-Aware Performance Culture

- The Role of Leadership in Championing an Integrated Culture.
- Training and Communication Strategies for Embedding New Behaviors.
- Breaking Down Silos Between Risk, Strategy, and Operations Teams.
- Linking Risk Management to Organizational Resilience and Agility.
- Continuous Improvement: Auditing and Refining the Integrated Framework.
- Scenario Planning and Stress Testing for Strategic Objectives.
- Final Project: Developing an Integration Roadmap for a Sample Organization.

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 an organization effectively balance the pursuit of high-performance objectives with the imperative to maintain a prudent risk appetite, and where does the ultimate accountability for this balance lie?

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

This course distinguishes itself by adopting a truly holistic and strategic perspective, moving far beyond the typical procedural focus of many risks or performance management programs. While other courses may teach the mechanics of risk assessment or goal setting in isolation, our curriculum is built entirely around the critical nexus where these two disciplines meet. We emphasize the "why" behind the integration—positioning risk management not as a cost center or a compliance burden, but as an essential driver of sustainable performance and competitive advantage. The content is deeply rooted in practical application, prioritizing interactive workshops and real-world case studies over purely theoretical lectures. Participants will not just learn about frameworks like COSO or the Balanced Scorecard; they will actively apply them to build integrated KRI-KPI scorecards and develop board-level reports. Furthermore, a significant focus is placed on the cultural and leadership elements required for successful integration. We address the human side of change management, providing actionable strategies for breaking down organizational silos and fostering a culture where every employee understands their role in balancing risk and reward, ensuring the learning translates into tangible organizational transformation.