Integrating Sustainable HR and ESG Reporting Training Course



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4100 € (Per Person)

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Course Introduction / Overview:

This course provides a comprehensive exploration of the critical intersection between Human Resources and Environmental, Social, and Governance (ESG) principles. In an era where corporate responsibility and sustainable value creation are paramount, HR professionals are pivotal in driving the ESG agenda. This program moves beyond theoretical concepts to offer practical strategies for embedding sustainability into the core of HR functions, from talent acquisition to employee engagement and reporting. Drawing on insights from thought leaders like David Ulrich on HR's strategic value, the curriculum emphasizes how human capital management is central to achieving robust ESG performance. Participants will learn to navigate the complex landscape of ESG frameworks and reporting standards, transforming HR from a support function into a strategic partner in sustainability. This BIG BEN Training Center course is meticulously designed to equip leaders with the tools to build a resilient, ethical, and sustainable workforce, directly contributing to long-term organizational success and stakeholder confidence, a theme well-explored in literature such as "Sustainable Human Resource Management" by a host of contemporary academics. It is an essential journey for professionals aiming to lead their organizations toward a more sustainable and responsible future.

Target Audience / This training course is suitable for:

- Human Resources Managers and Directors.
- Sustainability and Corporate Social Responsibility (CSR) Officers.
- Compliance and Risk Management Professionals.
- Investor Relations Specialists.
- C-Suite Executives and Senior Leadership.
- Corporate Strategy and Development Planners.
- Talent Management and Acquisition Specialists.
- Employee Relations and Engagement Managers.
- Legal and Corporate Governance Personnel.

Target Sectors and Industries:

- Financial Services and Investment Banking.
- Manufacturing and Industrial Production.
- Technology and Information Services.
- Energy, Oil, and Gas Sectors.
- Healthcare and Pharmaceuticals.
- Retail and Consumer Goods.
- Governmental Agencies and Public Sector Organizations.
- Non-Profit and Non-Governmental Organizations.
- Consulting and Professional Services.

Target Organizations Departments:

- Human Resources Department.
- Sustainability and Corporate Responsibility Department.
- Legal, Compliance, and Governance Department.
- Investor Relations Department.
- Corporate Strategy and Planning Department.
- Operations and Supply Chain Management.
- Finance and Accounting Department.
- Internal Audit and Risk Management.

Course Offerings:

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

- Develop a strategic framework for integrating ESG principles into all HR functions.
- Master the key ESG reporting standards such as GRI, SASB, and CSRD relevant to human capital.
- Design and implement green HR initiatives to support environmental sustainability goals.
- Enhance social impact through effective diversity, equity, and inclusion (DEI) programs.
- Strengthen corporate governance through ethical HR policies and transparent practices.
- Measure and report on key human capital metrics for internal and external stakeholders.
- Align employee engagement and performance management systems with sustainability objectives.
- Conduct a materiality assessment to identify the most critical ESG issues for their workforce.
- Communicate the value of sustainable HR practices to senior leadership and investors.
- Lead organizational change towards a culture of sustainability and corporate responsibility.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be immersive, interactive, and highly practical. We believe that adult learning is most effective when it connects theory to real-world application. This course utilizes a blended learning approach, combining expert-led presentations with dynamic, hands-on activities. Participants will engage in in-depth case study analyses of leading companies that have successfully integrated HR and ESG strategies, dissecting both their triumphs and challenges. Interactive group discussions and brainstorming sessions will encourage peer-to-peer learning and the sharing of diverse industry perspectives. Practical workshops will focus on critical skills such as developing ESG-related KPIs for HR, conducting a human rights due diligence, and preparing data for a sustainability report. Role-playing scenarios will simulate real-world challenges, such as communicating difficult ESG-related decisions to employees or presenting HR's ESG value to the board. Continuous feedback from the instructor and peers is a cornerstone of our approach, ensuring participants can refine their understanding and skills throughout the five-day program. This active learning environment ensures that attendees leave not just with knowledge, but with the confidence and competence to implement sustainable HR practices within their own organizations.

Course Agenda (Course Units):

Unit One: Foundations of Sustainable HR and ESG

- Introduction to Environmental, Social, and Governance (ESG) criteria.
- The strategic link between human resource management and sustainability.
- The business case for integrating ESG into corporate strategy.
- Key drivers for ESG adoption: investors, regulators, and employees.
- Understanding stakeholder capitalism and its impact on HR.
- Global sustainability frameworks and the UN Sustainable Development Goals (SDGs).
- The evolution from Corporate Social Responsibility (CSR) to strategic ESG.

Unit Two: Environmental Stewardship and Green HR Practices

- Defining Green HRM and its core components.
- Implementing sustainable recruitment, onboarding, and offboarding processes.
- Developing policies for remote work and reduced business travel to lower carbon footprint.
- Promoting environmental awareness and training programs for all employees.
- Waste reduction and resource management initiatives in the workplace.
- Measuring and reporting the environmental impact of HR operations.
- Creating a corporate culture of environmental responsibility.

Unit three: Social Responsibility and Human Capital Management

- The 'S' in ESG: Diversity, Equity, and Inclusion (DEI) as a core business strategy.
- Developing robust employee health, safety, and well-being programs.
- Upholding labor standards and human rights within the organization and supply chain.
- Strategies for positive community engagement and corporate volunteering.
- Fair compensation, pay equity, and transparent reward systems.
- Measuring social impact through key performance indicators (KPIs).
- Managing employee relations and fostering psychological safety.

Unit Four: Governance and Ethical HR Leadership

- The 'G' in ESG: HR's role in promoting ethical conduct and corporate integrity.
- Designing and enforcing codes of conduct and anti-corruption policies.
- Establishing effective whistleblower protection mechanisms.
- Ensuring board oversight of human capital management issues.
- Aligning executive compensation with long-term ESG performance.
- Data privacy and ethical employee data management.
- Transparent reporting on governance practices related to the workforce.

Unit Five: ESG Reporting, Strategy, and Implementation

- Overview of major ESG reporting frameworks: GRI, SASB, and the upcoming CSRD.
- Conducting a materiality assessment to identify key HR-related ESG topics.
- Collecting, validating, and managing human capital data for reporting.
- Crafting the human capital section of an annual sustainability report.
- Communicating HR's ESG performance to investors and other stakeholders.
- Developing a long-term sustainable HR roadmap.
- Capstone project: creating a blueprint for an integrated HR and ESG strategy.

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:

Beyond compliance and reporting, how can HR leaders truly embed a culture of sustainability that transforms employee behavior and drives long-term value creation?

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

This course distinguishes itself by providing a deeply integrated and strategic perspective, moving far beyond a simple compliance checklist for ESG reporting. While other programs may treat Environmental, Social, and Governance topics in silos, our curriculum is built on the fundamental principle that human capital is the thread connecting all three pillars. We focus on the 'how'—how to translate high-level ESG goals into tangible HR policies, programs, and cultural realities. The content is uniquely practical, emphasizing skill-building through real-world case studies, materiality assessment workshops, and strategy development simulations rather than abstract theory. Participants will not only learn about frameworks like GRI or SASB but will practice applying them to complex human capital scenarios. Furthermore, the course adopts a forward-looking approach, preparing leaders not just for current reporting demands but for future trends in stakeholder capitalism, human rights due diligence, and the increasing scrutiny on corporate culture. It is designed for strategic thinkers aiming to position HR as a central driver of sustainable business value, not merely as a function that reports on it.