Integrated GRC for Health and Safety Excellence Training Course



26 - 30 Oct 2026

Cape town

4600 € (Per Person)

Ref: #HSE4617_276598

Course Introduction / Overview:

This course provides a comprehensive framework for integrating Governance, Risk Management, and Compliance (GRC) within the context of Health and Safety (H&S). In today's complex regulatory environment, a siloed approach to H&S is no longer sufficient. This training moves beyond traditional safety management to embed H&S into the core of corporate strategy and decision-making. As influential safety scientist Sidney Dekker argues in his works like "The Field Guide to Understanding 'Human Error'," understanding systemic factors is crucial to preventing incidents, a principle central to an integrated GRC approach. This program, offered by BIG BEN Training Center, is meticulously designed to equip professionals with the skills to build and manage a robust H&S GRC framework that not only ensures regulatory compliance but also drives operational excellence and fosters a resilient safety culture. Participants will explore the intricate relationships between governance structures, risk appetite, and compliance obligations, learning to create a cohesive system that protects employees, mitigates liability, and enhances organizational reputation. The curriculum is built on practical application, enabling delegates to translate complex GRC principles into actionable H&S strategies for their own organizations, ensuring a sustainable and proactive safety environment.

Target Audience / This training course is suitable for:

- Health and Safety (H&S) Managers and Directors.
- Environmental, Health, and Safety (EHS) Professionals.
- Risk Managers and Analysts.
- Compliance Officers and Managers.
- Internal and External Auditors.
- Operations Managers and Supervisors.
- Corporate Governance Professionals.
- Legal Counsel and Corporate Lawyers.
- Members of the Board of Directors and Senior Executives.
- Human Resources Managers responsible for workplace safety.

Target Sectors and Industries:

- Manufacturing and Industrial Production.
- Construction and Engineering.
- Oil, Gas, and Energy.
- Healthcare and Pharmaceuticals.
- Transportation and Logistics.
- Mining and Natural Resources.
- Telecommunications and Utilities.
- Governmental bodies and public sector agencies.
- Hospitality and Food Services.
- Aviation and Aerospace.

Target Organizations Departments:

- Health, Safety, and Environment (HSE) Department.
- Risk Management Department.
- Compliance Department.
- Internal Audit Department.
- Legal and Corporate Governance Department.
- Operations and Production Department.
- Human Resources Department.
- Quality Assurance and Control Department.
- Facilities Management Department.
- Procurement and Supply Chain Management.

Course Offerings:

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

- Develop a strategic GRC framework tailored to organizational health and safety objectives.
- Align H&S policies and procedures with corporate governance principles and board-level expectations.
- Conduct comprehensive H&S risk assessments using qualitative and quantitative methodologies.

- Establish effective risk mitigation and control strategies to minimize workplace incidents.
- Navigate the complex landscape of local and international H&S regulations and standards.
- Implement and manage a compliance program based on standards such as ISO 45001.
- Design and execute effective H&S audits and assurance activities.
- Foster a proactive and positive safety culture throughout all levels of the organization.
- Leverage data and technology for effective H&S performance monitoring and reporting.
- Integrate H&S risk into the broader enterprise risk management (ERM) framework.
- Lead incident investigations that identify systemic root causes rather than individual blame.
- Communicate H&S performance and GRC initiatives effectively to stakeholders and senior leadership.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, experiential, and participant-centered, ensuring maximum knowledge retention and practical application. We move beyond traditional lecture-based formats to create a dynamic learning environment grounded in adult learning principles. The course utilizes a blended approach, incorporating expert-led presentations with real-world case studies of H&S GRC successes and failures from various industries. Participants will engage in collaborative group exercises, workshops, and brainstorming sessions to analyze complex scenarios and develop practical solutions. Role-playing activities will simulate challenging situations, such as presenting a risk report to a board committee or managing a compliance audit, allowing for skill development in a safe and supportive setting. A significant emphasis is placed on peer-to-peer learning, where delegates can share their unique experiences and challenges. Our expert facilitators guide discussions, provide personalized feedback, and ensure that theoretical concepts are consistently linked to the practical realities of the participants' workplaces. This hands-on, engaging approach guarantees that attendees leave not just with new knowledge, but with the confidence and tools to implement effective H&S GRC strategies immediately upon their return to their organizations.

Course Agenda (Course Units):

Unit One: Foundations of Integrated H&S Governance

- The Three Pillars: Governance, Risk, and Compliance (GRC) Defined.
- The Business Case for an Integrated H&S GRC Framework.
- Evolution from Traditional H&S Management to a GRC Approach.
- Key International Standards and Frameworks (e.g., COSO, ISO 31000, ISO 45001).
- Understanding the Regulatory and Legal Landscape for H&S.
- Roles and Responsibilities: From the Boardroom to the Frontline.
- Establishing a Clear H&S Governance Structure.

Unit Two: Strategic H&S Risk Management

- Principles of Proactive H&S Risk Identification.
- Techniques for H&S Risk Analysis and Evaluation (HAZOP, FMEA).
- Defining Risk Appetite and Tolerance in the Context of H&S.
- Developing and Implementing Effective Risk Control Strategies.
- The Hierarchy of Controls and Its Practical Application.
- Incident Investigation and Systemic Root Cause Analysis.
- Monitoring, Reviewing, and Reporting on H&S Risks.

Unit Three: Ensuring H&S Compliance and Assurance

- Mapping H&S Compliance Obligations and Requirements.
- Developing and Implementing an H&S Compliance Management System.
- Deep Dive into the ISO 45001 Occupational Health and Safety Standard.
- Planning and Conducting Effective H&S Audits and Inspections.
- Techniques for Assurance Reporting and Verification.
- Managing Non-Compliance and Implementing Corrective Actions.
- Ethical Considerations and Whistleblower Protection in H&S.

Unit Four: Leadership and Cultivating a Positive Safety Culture

- The Role of Leadership in Driving H&S GRC Performance.
- Defining and Measuring Safety Culture within an Organization.
- Strategies for Enhancing Employee Engagement and Participation in H&S.
- Behavioral-Based Safety (BBS) Programs and Their Limitations.
- Effective H&S Communication Strategies for All Organizational Levels.
- Training and Competency Management for H&S Excellence.
- Linking H&S Performance to Organizational Performance Metrics.

Unit Five: Integration, Technology, and Future Trends in H&S GRC

- Integrating H&S GRC into the Broader Enterprise Risk Management (ERM) Framework.
- Leveraging GRC Software and Technology for H&S Management.
- Using Data Analytics and Predictive Modeling for H&S Insights.
- Managing Emerging Risks: Mental Health, Ergonomics, and Digitalization.
- Building Organizational Resilience through H&S GRC.
- Developing a Continuous Improvement Roadmap for H&S GRC.
- Final Project: Creating a Blueprint for an Integrated H&S GRC Framework.

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 regulatory compliance, how can an integrated GRC framework fundamentally transform an organization's safety culture from a reactive necessity to a proactive strategic advantage?

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

This course distinguishes itself by adopting a truly holistic and strategic perspective on health and safety, moving far beyond conventional compliance-focused training. Its core uniqueness lies in the deep integration of Governance, Risk, and Compliance, treating them not as separate silos but as an interconnected framework essential for organizational resilience. While other courses may focus on specific regulations or risk assessment techniques, this program emphasizes the "why" behind the "what"—how robust governance structures and a clear risk appetite set the stage for a sustainable safety culture. It delves into the strategic alignment of H&S with overall business objectives, teaching participants how to articulate the value of safety in the language of the boardroom. The curriculum is built around complex, real-world case studies that challenge participants to think critically and systemically, rather than merely applying a checklist. We focus on developing leadership and communication skills necessary to champion H&S initiatives and influence organizational change. The course provides a strategic blueprint for transforming the H&S function from a cost center into a value-adding partner that protects human capital, enhances operational efficiency, and strengthens corporate reputation.