L&D Governance Risk and Compliance Frameworks Training Course



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4100 € (Per Person)

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Course Introduction / Overview:

In today's complex business environment, Learning and Development (L&D) has evolved from a simple training provider to a strategic driver of organizational capability and resilience. This transformation necessitates a structured approach to Governance, Risk, and Compliance (GRC) within L&D operations. This course provides a comprehensive roadmap for integrating robust GRC frameworks directly into the L&D function, ensuring that training initiatives are not only effective but also secure, compliant, and aligned with overarching business objectives. Drawing on principles of strategic human resource management, as articulated by thought leaders like David Ulrich, this program explores how a well-defined governance structure can elevate L&D's value proposition. Participants will delve into practical strategies for identifying and mitigating risks associated with content development, technology implementation, and data management, referencing concepts found in works like "The Orange Book: Management of Risk – Principles and Concepts". BIG BEN Training Center has designed this course to empower professionals to build and manage L&D operations that are audit-ready, ethically sound, and capable of withstanding regulatory scrutiny, thereby protecting the organization and maximizing the return on its investment in human capital.

Target Audience / This training course is suitable for:

- Learning and Development Managers and Directors.
- Human Resources Business Partners and Managers.
- Corporate Trainers and Instructional Designers.
- Compliance Officers and Internal Auditors.
- Talent Management and Organizational Development Specialists.
- IT Managers responsible for learning technologies.
- Legal and Risk Management Professionals involved with HR.
- Anyone responsible for the governance of training and development functions.

Target Sectors and Industries:

- Financial Services and Banking.
- Healthcare and Pharmaceuticals.
- Technology and Telecommunications.
- Energy and Utilities.
- Manufacturing and Engineering.
- Governmental agencies and public sector organizations.
- Consulting and Professional Services.
- Retail and Consumer Goods.

Target Organizations Departments:

- Human Resources.
- Learning and Development.
- Training and Development.
- Compliance and Ethics.
- Internal Audit and Risk Management.
- Legal Department.
- Information Technology.
- Operations Management.

Course Offerings:

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

- Develop a comprehensive L&D governance framework tailored to their organization's needs.
- Identify, assess, and mitigate risks across the entire L&D lifecycle.
- Ensure training programs and materials comply with legal, regulatory, and internal policy requirements.
- Establish clear roles, responsibilities, and decision-making processes for L&D operations.
- Implement effective internal controls for L&D processes, budgets, and technologies.
- Conduct L&D audits and prepare for external regulatory scrutiny.
- Align L&D GRC strategies with broader organizational risk management and compliance goals.
- Measure and report on the effectiveness and compliance of L&D initiatives.
- Manage vendor and third-party risks associated with training delivery and technology.
- Foster a culture of ethical conduct and risk awareness within the L&D function.

Course Methodology:

This training course employs a dynamic and interactive learning methodology designed to translate theory into practical application. At BIG BEN Training Center, we believe in learning by doing. The program is structured around a blend of expert-led presentations, real-world case study analyses, and collaborative group workshops. Participants will engage in hands-on exercises, such as developing an L&D risk register, drafting a governance policy charter, and simulating a compliance audit scenario. Interactive sessions encourage peer-to-peer learning, allowing attendees to share challenges and best practices from their own organizational contexts. The facilitator will guide discussions, provide personalized feedback, and ensure that the learning environment is both challenging and supportive. We utilize a variety of tools, including process mapping and risk assessment matrices, to equip participants with tangible skills they can implement immediately upon returning to the workplace. The methodology focuses on building practical capabilities, ensuring that every participant leaves with a clear action plan for enhancing GRC within their L&D function.

Course Agenda (Course Units):

Unit One: Foundations of GRC in Learning and Development

- The Strategic Importance of GRC for the Modern L&D Function.
- Defining Governance, Risk, and Compliance in the L&D Context.
- Key Terminology and Core Principles of L&D GRC.
- The Relationship Between L&D GRC and Corporate Governance.
- Identifying Key Stakeholders and Their Roles in L&D Governance.
- The Costs of Non-Compliance and Ineffective Risk Management.
- Establishing the Business Case for an L&D GRC Framework.

Unit Two: Building the L&D Governance Framework

- Designing an Effective L&D Governance Model.
- Developing and Implementing L&D Policies and Procedures.
- Establishing Clear Roles, Responsibilities, and Accountabilities (RACI Matrix).
- Creating an L&D Governance Charter and Committee Structure.
- Governing the Training Needs Analysis and Curriculum Design Process.
- Managing L&D Budgets and Financial Controls.
- Ensuring Strategic Alignment of L&D Initiatives with Business Goals.

Unit Three: Proactive Risk Management for L&D Operations

- Identifying the Universe of L&D-Specific Risks.
- Conducting a Comprehensive L&D Risk Assessment.
- Developing a Risk Appetite and Tolerance Statement for L&D.
- Creating and Maintaining an L&D Risk Register.
- Strategies for Risk Mitigation, Transfer, Acceptance, and Avoidance.
- Managing Risks Related to Learning Technologies (LMS, LXP).
- Third-Party and Vendor Risk Management in L&D.

Unit Four: Navigating the L&D Compliance Landscape

- Understanding Key Legal and Regulatory Requirements.
- Intellectual Property, Copyright, and Fair Use for Training Materials.
- Data Privacy and Protection in L&D (GDPR, CCPA).
- Ensuring Accessibility in Learning Content (WCAG Standards).
- Compliance with Industry-Specific Training Mandates.
- Record-Keeping and Documentation for Compliance Audits.
- Ethical Considerations in Training Design and Delivery.

Unit Five: Integration, Measurement, and Continuous Improvement

- Integrating GRC into the Full L&D Project Lifecycle.
- Developing Key Performance Indicators (KPIs) and Key Risk Indicators (KRIs) for L&D.
- Designing and Conducting L&D Audits and Self-Assessments.
- Reporting on L&D GRC to Senior Leadership and Stakeholders.
- Leveraging Technology to Automate and Monitor GRC Processes.
- Fostering a Culture of Continuous Improvement in L&D Governance.
- Preparing for the Future of L&D GRC and Emerging Trends.

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 L&D department transition from a reactive compliance-checker to a proactive driver of an ethical and risk-aware organizational culture?

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

This course distinguishes itself by moving beyond general GRC theory to provide a specialized, practical framework specifically for the Learning and Development function. While many courses address corporate governance broadly, this program focuses exclusively on the unique challenges and opportunities within L&D operations, a niche that is critical yet often overlooked. The curriculum is built around an integrated model, teaching participants not just the "what" of governance, risk, and compliance, but the "how" of embedding these principles into every stage of the L&D lifecycle, from needs analysis and instructional design to technology selection and impact evaluation. We emphasize a proactive, strategic approach over a reactive, checklist-based mentality. Participants will engage with actionable tools, such as L&D-specific risk matrices and governance charters, that they can adapt and implement immediately. The course content is designed to empower L&D professionals to articulate their strategic value in the language of risk and governance, enabling more effective communication with senior leadership, auditors, and legal departments, and solidifying L&D's role as a vital partner in organizational resilience and success.