



HUMAN RESOURCES AND TRAINING

Risk Management for Human Resources

Course code: HRT-059

SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

info@sparktraining.eu

+31 85 115 0004 | sparktraining.eu

— Workshop Overview

Human Resources plays a critical role in identifying, managing, and reducing people-related risks that can impact organizational performance, reputation, and continuity. Risks such as talent shortages, compliance failures, employee misconduct, data breaches, and workplace disruption require proactive HR leadership. This course provides participants with practical tools to build risk management frameworks, assess people risks, strengthen controls, and support business resilience.

Why Attend

This course uses an interactive and practical approach through presentations, case studies, risk workshops, group discussions, scenario exercises, planning activities, and real workplace examples.

Who Should Attend

HR Professionals
HR Managers
Risk Management Staff
Compliance Officers
Employee Relations Managers
Business Continuity Teams
Anyone responsible for workforce governance and

— Learning Objectives

- Understand the role of HR in enterprise risk management
- Identify and assess key workforce and HR risks
- Build practical HR risk registers and control plans
- Apply risk response and mitigation strategies
- Strengthen crisis readiness and business continuity planning
- Evaluate risk controls and compliance effectiveness
- Manage human capital and ethics-related risks
- Protect employee data and sensitive HR information

Course Outline

**DAY
1**

Foundations of Risk Management in HR

- HR's role in organizational risk management
- Definitions and categories of risk
- Risk management lifecycle and governance principles
- Benefits of proactive risk management
- Common barriers to effective risk practices
- Overview of ISO 31000 principles
- Building a risk-aware HR culture

**DAY
2**

Identifying and Analysing HR Risks

- Techniques for identifying workforce risks
- Risk analysis tools relevant to HR functions
- Evaluating likelihood, impact, and priority
- Key Risk Indicators (KRIs) for HR monitoring
- Creating and maintaining an HR risk register
- Turning risk data into management insights

**DAY
3**

Managing and Responding to Risks

- Strategies for responding to threats and opportunities
- Developing HR risk treatment plans
- Setting measurable risk management objectives
- Emergency preparedness for workforce disruption
- Business continuity principles for HR operations
- Crisis planning and readiness exercises

**DAY
4**

Evaluating Risk Management Effectiveness

- Importance of oversight and governance reviews
- Measuring effectiveness of risk policies and controls
- Incident investigation and post-incident learning
- Assessing compliance with laws and standards
- Quality assurance in risk management processes
- Continuous improvement of HR risk systems

DAY

5

Human Capital Risk Management

- Common human capital risks and business impact
- Managing skills shortages and talent pipeline risks
- Ethics, conduct, and behavioural risk management
- Intellectual property and knowledge loss risks
- Protecting HR and employee data from cyber threats
- Final workshop: Build an HR risk action plan

— Upcoming Classroom Dates

DATE	LOCATION	FEE
5 - 9 October 2026	London - United Kingdom	€2,125
12 - 16 October 2026	Istanbul - Türkiye	€1,925
9 - 13 November 2026	Kuala Lumpur - Malaysia	€1,400
16 - 20 November 2026	Amsterdam - Netherlands	€2,100
7 - 11 December 2026	London - United Kingdom	€2,125
14 - 18 December 2026	Kuala Lumpur - Malaysia	€1,400
21 - 25 December 2026	Amsterdam - Netherlands	€2,125
4 - 8 January 2027	London - United Kingdom	€2,100

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.