



Consulting and Training | Reach New Heights

Course Name

Certificate in Human Resource Governance

Sector Name

HR Strategy and Training

Document Type

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Certificate in Human Resource Governance

Course Introduction

Human Resource Governance has become a critical component of organizational governance, ensuring that people-related decisions, policies, and practices are aligned with strategic objectives, ethical standards, legal requirements, and risk management frameworks. As organizations grow in complexity and face increased regulatory and stakeholder scrutiny, HR functions are expected to operate with a higher level of transparency, accountability, and governance discipline.

To support this evolving role, **BOOST** has developed the Certificate in Human Resource Governance course for professionals who already possess foundational HR or governance knowledge and are seeking to strengthen their understanding of governance principles as applied to human capital management. This intermediate-level program focuses on how effective HR governance supports organizational performance, mitigates people-related risks, and enhances trust among employees, leadership, and external stakeholders.

The course explores the structures, policies, roles, and controls that underpin sound HR governance. Participants examine how governance principles influence key HR areas such as workforce

planning, performance management, compensation, ethics, compliance, and organizational culture. Emphasis is placed on balancing compliance requirements with strategic and ethical considerations.

Through structured frameworks, applied examples, and practical discussions, participants enhance their ability to contribute to robust HR governance systems and support sustainable, fair, and accountable people management practices.

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Target Audience

- ✓ HR managers and senior HR professionals
- ✓ Governance, risk, and compliance professionals
- ✓ Internal audit and assurance staff reviewing HR functions
- ✓ Policy and organizational development professionals
- ✓ Public and private sector HR practitioners
- ✓ Managers involved in workforce decision-making
- ✓ Professionals preparing for advanced HR governance responsibilities

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Learning Objectives

- ✓ Understand the principles and importance of human resource governance
- ✓ Apply governance concepts to HR policies, processes, and decision-making
- ✓ Clarify roles and accountability in HR governance structures
- ✓ Identify and manage people-related risks and compliance obligations
- ✓ Strengthen ethical conduct and transparency in HR practices
- ✓ Evaluate HR controls, policies, and oversight mechanisms
- ✓ Support alignment between HR strategy and organizational governance
- ✓ Contribute to improved HR governance maturity within organizations

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Course Outline

✓ DAY 01

Foundations of Human Resource Governance

- ✓ Understanding governance in the context of human capital
- ✓ Principles of effective HR governance
- ✓ Relationship between corporate governance and HR governance
- ✓ Roles of boards, management, and HR leadership
- ✓ Governance versus HR operations
- ✓ Common HR governance challenges

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Course Outline

✓ Day 02

HR Policies, Compliance, and Ethical Frameworks

- ✓ HR policies and governance frameworks
- ✓ Legal and regulatory considerations in HR
- ✓ Ethical standards and codes of conduct
- ✓ Managing conflicts of interest and fairness
- ✓ Employee relations and compliance risks
- ✓ Documentation and policy enforcement

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Course Outline

✓ Day 03

Risk Management and Controls in HR

- ✓ Identifying key human capital risks
- ✓ Workforce planning and succession risks
- ✓ Performance management and reward governance
- ✓ Payroll, benefits, and compensation controls
- ✓ Data privacy and confidentiality in HR
- ✓ Monitoring and assurance over HR processes

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Course Outline

✓ Day 04

Oversight, Transparency, and HR Performance

- ✓ HR metrics and governance reporting
- ✓ Transparency in people-related decision-making
- ✓ Board and senior management oversight of HR
- ✓ Culture, conduct, and employee engagement
- ✓ Managing misconduct and disciplinary processes
- ✓ Evaluating HR governance effectiveness

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Course Outline

✓ Day 05

Strengthening HR Governance and Sustainability

- ✓ Integrating HR governance into organizational strategy
- ✓ Continuous improvement in HR governance practices
- ✓ Managing change and organizational maturity
- ✓ Stakeholder engagement and communication
- ✓ Developing an HR governance improvement action plan

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
March 15, 2027	March 19, 2027	5 days	4250.00 \$	UAE , Dubai
July 6, 2026	July 10, 2026	5 days	4250.00 \$	UAE , Abu Dhabi
Oct. 5, 2026	Oct. 9, 2026	5 days	4250.00 \$	UAE , Abu Dhabi
June 15, 2026	June 19, 2026	5 days	4250.00 \$	UAE , Abu Dhabi

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