

Risk Management upSkill

MICRO-CREDENTIAL AND MICRO-LEARNING BLUEPRINT

Domain 01 | **Aligning Human Resource Practices with Organizational Goals (29%)**



- 01 Develop Solutions to Address the Workforce Implications of Organizational Strategies (e.g., Rightsizing, Gap Analysis, Optimization)
- 02 Anticipate Organizational Risks and Continuously Reassess Risk Profile
- 03 Develop a Diversity Strategy to Cultivate an Inclusive Work Environment
- 04 Measure and Optimize Return on Investment for Human Resource Functions
- 05 Develop and Support the Business Continuity Plan (e.g., Crisis Management, Natural Disasters)
- 06 Conduct Due Diligence and Create Implementation Strategies (e.g., Mergers, Acquisitions, Restructuring, Reorganization)
- 07 Use Industry Benchmarking and Data Analysis to Understand Positioning and Establish Market Competitiveness
- 08 Manage Organizational Change (e.g., Workforce Reduction, Succession Planning, Global Expansion)
- 09 Protect Intellectual Assets (e.g., Non-Disclosure Agreements, Usage Agreements)
- 10 Collaborate and Build Relationships with Internal and External Stakeholders to Minimize Risk (e.g., Outside Counsel, Insurance, Auditors)
- 11 Engage with Executives and Board of Directors Regarding Governance and Fiduciary Duties

Domain 02 | **Mitigating and Remediating Human Capital Risk (29%)**



- 01 Create Organizational, Including Executive, Talent Management Strategies to Develop and Retain Workforce
- 02 Create and Validate Job Descriptions
- 03 Establish and Standardize Hiring Practices
- 04 Develop Total Rewards Plan to Ensure Equity
- 05 Onboard New Employees to Maximize Productivity and Engagement
- 06 Develop Policies and Practices to Mitigate Risks and Promote Best Practices (e.g., Code of Conduct, Performance Management, Disciplinary Action)
- 07 Develop Initiatives to Ensure Effective Management Skills and Practices
- 08 Educate Workforce to Create and Sustain a Professional Working Environment
- 09 Promote a Healthy and Safe Working Environment
- 10 Create and Maintain Effective Offboarding Practices

Domain 03 | **Complying with Employment Rules and Regulations (29%)**



- 01 Identify and Remain Current with Applicable Labor and Employment Regulations (e.g., Health and Safety, Child Labor, Wages, Discrimination)
- 02 Develop and Disseminate Policies and Practices to Mitigate Legal and Regulatory Risk
- 03 Educate and Train Workforce on Applicable Labor and Employment Regulations
- 04 Conduct Internal Audits to Maintain Compliance
- 05 Compile and Submit Required Compliance Reports
- 06 Guide Employment Decisions to Ensure Compliance (e.g., Hires, Terminations, Promotions, Transfers)
- 07 Adhere to Workplace Compliance Requirements (e.g., Postings, Record Retention, Affirmative Action Planning, Compensation Analysis)
- 08 Respond to and Manage Complaints and Accidents (e.g., Discrimination, Harassment, Retaliation, Injuries)

Domain 04 | **Protecting and Enhancing Organization's Reputation (13%)**



- 01 Ensure Consistent and Effective Communication to Build Organizational Trust
- 02 Promote Positive Employment Brand (i.e., Internally and Externally)
- 03 Guide Executive Leaders and Employees to Act in a Manner Consistent with Organization's Values
- 04 Influence Organization's Social and Other Media Strategies to Manage Risk