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