

ESG for Human Resources

Professional Training Course

Skillslab Training Provider

Skills for Tomorrow's World



Course Description

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- Embedding ESG principles into workforce planning.
- Identifying sustainability-related roles and future capability requirements.
- Integrating ESG responsibilities into job descriptions.
- Developing sustainability-related competencies.
- Recruiting candidates who support organizational values and responsible practices.
- Communicating ESG commitments through the employer value proposition.
- Assessing candidate alignment with ethical and sustainability expectations.
- Integrating ESG into employee onboarding.
- Building awareness of organizational sustainability commitments.
- Clarifying employee responsibilities for environmental and social performance.
- Integrating ESG expectations into performance management.
- Establishing relevant behavioral and performance measures.
- Linking individual responsibilities with organizational sustainability priorities.
- Providing feedback on responsible workplace behavior.
- Recognizing employees who contribute to ESG outcomes.
- Integrating sustainability into learning and development.
- Conducting ESG capability and training needs assessments.
- Designing sustainability awareness and specialist development programs.
- Developing responsible leadership capabilities.
- Supporting employee participation in sustainability initiatives.
- Integrating ESG considerations into career development and succession planning.
- Managing organizational change associated with sustainability transformation.
- Practical exercise: redesigning the employee lifecycle to support ESG objectives.

Day 4: Governance, Ethics and Responsible Leadership

- The role of governance in sustainable human resources management.
- Establishing clear ESG roles, responsibilities, and decision rights.
- Board, executive, management, and employee responsibilities.
- Human resources governance and policy oversight.
- Developing and reviewing codes of conduct.
- Ethical leadership and responsible decision-making.
- Building a culture of integrity and accountability.
- Managing conflicts of interest.
- Preventing fraud, corruption, favoritism, and abuse of authority.
- Whistleblowing and protected reporting channels.
- Encouraging employees to raise concerns safely.
- Investigating workplace concerns fairly and consistently.
- Data privacy and responsible employee information management.
- Ethical use of workforce analytics.
- Responsible use of automation and artificial intelligence in human resources.
- Managing bias and transparency in technology-supported decisions.
- Governance risks in recruitment, performance, reward, and promotion.
- Leadership accountability for employee experience and organizational culture.
- Integrating ESG responsibilities into leadership performance.
- Managing misconduct and policy violations.
- Strengthening coordination between human resources, compliance, legal, sustainability, and internal audit teams.
- Establishing effective controls and documentation.
- Practical case study: responding to an ESG-related workforce governance failure.

Day 5: ESG Metrics, Reporting and Implementation Roadmap

- The importance of human capital data in ESG reporting.
- Understanding workforce-related sustainability measures.
- Identifying material people and social issues.
- Selecting indicators aligned with organizational priorities.
- Measuring workforce composition and diversity.
- Monitoring recruitment, promotion, compensation, and turnover patterns.
- Measuring employee engagement, wellbeing, absence, and retention.
- Monitoring health and safety performance.
- Measuring learning, capability development, and leadership readiness.
- Tracking ethics training, reported concerns, and policy compliance.
- Measuring employee participation in environmental initiatives.
- Understanding qualitative and quantitative ESG information.
- Establishing reliable data collection and validation processes.
- Ensuring consistency, accuracy, and transparency.
- Developing human resources ESG dashboards.
- Preparing workforce information for sustainability reports.
- Communicating people-related ESG performance to stakeholders.
- Avoiding unsupported, misleading, or exaggerated sustainability claims.
- Identifying performance gaps and improvement priorities.
- Benchmarking human resources sustainability practices.
- Establishing responsibilities, timelines, and governance arrangements.
- Managing implementation risks and organizational resistance.
- Building an ESG culture through communication and employee involvement.
- Final workshop: developing an integrated ESG for human resources roadmap.
- Preparing an individual workplace implementation plan.

Target Audience

This course is suitable for professionals and decision-makers responsible for human resources, sustainability, governance, organizational culture, and workforce performance, including:

- Human resources directors and managers.
- Human resources business partners.
- Talent management professionals.
- Organizational development specialists.
- Learning and development managers.
- Workforce planning professionals.
- Recruitment and employee experience specialists.
- Diversity, inclusion, and employee wellbeing professionals.
- Performance and reward managers.
- Employee relations professionals.
- Sustainability and corporate responsibility professionals.
- ESG managers and coordinators.
- Ethics, compliance, and governance officers.
- Occupational health and safety professionals.
- Internal auditors and risk management professionals.
- Government and ministry human resources officials.
- Public sector workforce development professionals.
- Corporate leaders responsible for sustainability and human capital.
- Executives seeking to strengthen organizational ESG implementation.

Course Requirements

Participants should preferably have:

- A general understanding of human resources, management, governance, or sustainability.
- Professional experience involving employees, policies, organizational development, or workforce decisions.
- An interest in ESG, responsible business, and sustainable workforce practices.
- Basic analytical, communication, and policy interpretation skills.

- Familiarity with human resources policies and employee processes is beneficial.
- No previous specialist qualification in ESG is required.
- Participants are encouraged to bring examples of current sustainability or workforce challenges for practical discussion.

Training Methodology

The course applies an interactive and implementation-focused methodology designed for professionals, managers, and executive participants.

The training methodology includes:

- Expert-led presentations and facilitated discussions.
- Real-world ESG and human resources case studies.
- Practical policy review activities.
- Stakeholder identification and analysis.
- Workforce sustainability assessments.
- Inclusion and responsible employment workshops.
- Ethical decision-making scenarios.
- Governance and accountability exercises.
- Human resources ESG metrics and reporting activities.
- Employee lifecycle redesign exercises.
- Group problem-solving assignments.
- Peer learning and professional experience exchange.
- Practical templates, assessment tools, and planning frameworks.
- A final integrated implementation workshop.
- Individual action planning for workplace application.

The methodology enables participants to move progressively from understanding ESG principles to assessing organizational practices, designing practical solutions, and developing measurable implementation plans.

Learning Outcomes

By the end of the course, participants will be able to:

- Explain the environmental, social, and governance dimensions of sustainability.
- Describe the strategic contribution of human resources to ESG performance.
- Align human resources priorities with organizational sustainability objectives.
- Assess workforce-related ESG risks and opportunities.
- Review employment policies from a responsible business perspective.
- Strengthen diversity, equity, inclusion, and fair employment practices.
- Improve employee wellbeing, safety, engagement, and workforce resilience.
- Integrate ESG principles into recruitment and onboarding.
- Include sustainability responsibilities in job roles and competency frameworks.
- Embed ESG expectations into performance and reward systems.
- Design relevant sustainability learning and awareness initiatives.
- Develop responsible leadership capabilities.
- Strengthen ethical governance and accountability.
- Address human rights and social sustainability considerations.
- Identify appropriate people-related ESG indicators.
- Develop human resources ESG dashboards and reports.
- Improve the quality and credibility of workforce sustainability data.
- Communicate human capital performance to internal and external stakeholders.
- Support collaboration between human resources, sustainability, governance, and risk functions.
- Develop a practical roadmap for embedding ESG across the employee lifecycle.

Instructor Profile

The course is delivered by an internationally certified expert with extensive practical and consulting experience.

The instructor possesses advanced expertise in ESG strategy, sustainable human resources management, responsible employment, organizational governance, workforce development, diversity and inclusion, employee wellbeing, ethical leadership, human capital reporting, and organizational transformation.

The instructor's professional background includes advising government entities, ministries, public institutions, large corporations, and executive leadership teams on the integration of sustainability principles into workforce strategies, policies, culture, and performance systems.

The delivery approach combines international sustainability practices with practical human resources experience. This ensures that participants gain relevant insights, proven methodologies, and implementation tools that can be adapted to their organizational environment.

The instructor delivers the program through an engaging, practical, and results-focused approach that encourages strategic discussion, critical analysis, collaboration, and direct application to real ESG and human resources challenges.

Contact Us

For registration inquiries, upcoming dates, or group pricing, please contact us:

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