Strategic

ESG & CORPORATE SOCIAL RESPONSIBILITY

COURSE OVERVIEW

Positioning HR as the driver of the "S" (Social) in ESG, emphasizing "Why Investors Care" and sustainable work practices.

COURSE OBJECTIVES

- Understand ESG reporting standards (GRI, SASB) relevant to HR.
- Link DEI and Wellbeing to ESG targets.
- Drive authentic CSR initiatives.

SKELETON OUTLINE

- ESG Fundamentals: Why Investors Care.
- The "S" Pillar: Human Rights, Labor, Diversity.
- Reporting and Transparency.
- **Application:** Drafting the "People" Section of an ESG Report.

HR TECHNOLOGY ROADMAP & ROI

COURSE OVERVIEW

Strategic investment planning to ensure HR tech drives value, not just cost.

COURSE OBJECTIVES

- Develop a 3-year, phased Technology Roadmap.
- Make "Build vs. Buy" strategic decisions.
- Manage the "Valley of Despair" during implementation.

SKELETON OUTLINE

- Assessing Digital Maturity.
- Roadmap Phases: Foundation, Integration, Innovation.
- Change Management for Tech Rollouts.
- **Exercise:** Prioritizing Tech Investments (Impact vs. Effort).

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