




2-day In-person Seminar:

HR Auditing: Identifying and Managing Key Risks

-  Washington, DC
-  March 23rd & 24th, 2017
-  9:00 AM to 6:00 PM



Ronald L. Adler

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Ronald L. Adler, president of Laurdan Associates Inc. has 42 years of HR consulting experience and has served as a consulting expert on work force, workplace, and HR management issues for The Wall Street Journal, HRMagazine, and other publications and newspapers across the country. Mr. Adler's research findings have been used by the Federal Reserve Board

Overview :

HR audits are designed to help your organization focus its attention on its human resource management practices, policies, procedures, processes, and outcomes by providing you with a structured and systematic series of questions about key compliance, risk management, internal auditing, and human resource management issues. As a process, HR audits are designed to help your organization identify potential and actual problem areas, help assess the effectiveness of current HR management activities, help assess weaknesses in HR internal control processes, and help assess human capital strategic and compliance related risks. HR audits should additionally provide suggestions for corrective action.

Importantly, HR audits should consider human capital related risks and opportunities from an enterprise risk management (ERM) perspective. That is, your HR Audits should take a holistic approach in assessing human capital risks

Price

Price: **\$1,095.00**

(Seminar for One Delegate)

Register for 5 attendees:

Price: **\$3,285.00** You Save: \$2,190.0 (40%)*
~~\$5,475.00~~

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***Please note the registration will be closed 2 days (48 Hours) prior to the date of the seminar.*



Agenda:

Day One

Lecture 1: Introduction to HR Audits

- Background of HR audits
- Evolution of HR audits
- Developing an HR audit plan
- Identifying key HR audit issues

Exercise: Pre-HR Audit Questionnaire

Lecture 2: Assessing Human Capital Risks

- Discussion of risk management issues
- Determining human capital risks
- Developing Key Risk Indicators (KRIs)
- Discussion of human capital risk mitigation and risk appetite

Exercise: The Employment Practices Liability Risk Assessment Tool

Exercise: Mapping capital human risks

Lecture 3: Developing HR Metrics

- Discussion of HR metrics
 - Determining relevant human capital measures
 - Developing Key Performance Indicators (KPIs)
 - Developing HR audit dashboard
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Lecture 4: HR Audit Model

- Discussion of the critical components of an HR audit
- Discussion of internal controls
- Discussion of internal audit activities

Exercise: The HR Audit Worksheet

Day Two

Lecture 1: Assessing Strategic Alignment

- Assessing of the value of human capital
- Assessing your employment brand
- Assessing work force needs
- Assessing employee commitment and engagement
- Discussion of employee surveys to validate audit findings

Exercise: Mapping employee commitment

Lecture 2: Assessing HR Management Related Documents

- Assessing employment posters and notices
- Assessing job descriptions
- Assessing employee application and other hiring forms
- Assessing employee files
- Discussion of employee handbooks

Exercise: Review Survey Report on Employee Handbook Policies and Practices

Lecture 3: Assessing HR Management Processes and Practices

- Assessing the recruitment, selection and hiring process
 - Assessing performance management
 - Assessing employee relations
 - Assessing the discipline and termination process
 - Discussion of Technology
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Lecture 4: Practical Applications of HR Audits

- Identifying to HR audit stakeholders
 - Discussion of HR audits for vendors, suppliers, and contractors
 - Discussion of HR audits in mergers and acquisitions
 - Discussion reporting and implementing HR audit results
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Group Participation

10%	2 Attendees to get offer
20%	3 to 6 Attendees to get offer
25%	7 to 10 Attendees to get offer
30%	10+ Attendees to get offer

Payment Option

- 1 Credit Card: Use the Link to make Payment by Visa/Master/American Express card click on the register now link
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Contact Information: Event Coordinator

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Kindly get in touch with us for any help or information.

Look forward to meeting you at the seminar

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