

Training Course on Environmental, Social, and Governance Oversight for Board Directors

Professional Development Training Course Outline

Category	CEOs and Directors	Duration	10 Days
Base Fee	\$3,000 USD	Delivery Mode	Online / On-site Hybrid

Course Introduction

The **Environmental, Social, and Governance (ESG)** landscape is rapidly transforming the corporate world, moving from a niche concern to a **strategic imperative** for **long-term value creation** and **organizational resilience**. Boards of Directors are now at the forefront of this evolution, facing heightened stakeholder expectations, evolving regulatory frameworks, and increasing investor scrutiny regarding their **ESG performance**. Training Course on Environmental, Social, and Governance Oversight for Board Directors is meticulously designed to equip Board Directors with the essential **knowledge, skills, and tools** to effectively integrate ESG considerations into **corporate strategy, risk management, and governance structures**, ensuring **sustainable growth** and enhanced **reputational standing**.

Effective **ESG oversight** is no longer a mere compliance exercise but a critical driver of **competitive advantage**. Boards must proactively navigate complex **ESG risks and opportunities**, from **climate transition** and **human capital management** to **ethical conduct** and **supply chain sustainability**. This program emphasizes practical frameworks and **real-world case studies** to empower directors to lead with integrity, foster a culture of **accountability**, and ultimately drive **positive societal and environmental impact** while safeguarding shareholder value. By enhancing **board competence** in ESG, organizations can unlock new avenues for **innovation**, attract **responsible investment**, and build **enduring stakeholder trust**.

Programme Curriculum

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Course Objectives

1. Comprehend the core principles and **materiality** of Environmental, Social, and Governance factors in modern business.
2. Learn to embed ESG considerations seamlessly into **corporate strategy, business model innovation, and long-term value creation**.
3. Master the **board's fiduciary duties and oversight responsibilities** related to ESG performance and reporting.
4. Identify and mitigate emerging **ESG risks**, including **climate risk, social license to operate, and cybersecurity governance**.
5. Navigate the complex landscape of **ESG regulations, reporting standards** (e.g., TCFD, SASB, GRI), and **assurance requirements**.
6. Develop effective strategies for engaging with diverse **stakeholders**, including **investors, employees, customers, and communities**, on ESG matters.
7. Understand the board's role in fostering **diversity, equity, and inclusion (DEI), fair labor practices, and talent retention**.
8. Oversee **responsible sourcing, ethical supply chains, and human rights due diligence**.
9. Guide the organization's **climate strategy, net-zero commitments, and adaptation planning**.
10. Champion **corporate ethics, anti-corruption policies, and a strong governance culture**.
11. Implement robust **ESG metrics, KPIs, and data analytics** for effective monitoring and evaluation.
12. Develop compelling narratives and transparent reporting to communicate ESG progress and **impact investing** appeal.
13. Position the organization for **sustainable competitiveness and long-term viability** in an evolving global economy.

Organizational Benefits

- Strengthen public image and stakeholder trust through demonstrable ESG commitment.
- Attract **ESG-focused investors** and secure favorable financing terms.
- Proactive compliance with evolving ESG mandates and avoidance of penalties.
- Drive innovation and cost savings through sustainable practices and resource optimization.

- Foster a purpose-driven culture that attracts and retains top talent.
- Proactively identify, assess, and mitigate complex environmental, social, and governance risks.
- Build a resilient business model poised for sustainable growth and profitability.
- Stand out in the market by demonstrating superior ESG performance.
- Integrate ESG insights into strategic planning for more holistic and informed choices.

Target Audience

1. Board Directors (Executive & Non-Executive)
2. Board Chairs & Committee Leaders
3. CEOs & C-Suite Executives
4. Corporate Secretaries & General Counsel
5. ESG & Sustainability Officers
6. Risk & Compliance Managers
7. Investors & Fund Managers
8. Advisors to Boards

Course Outline

Module 1: The Evolving Landscape of ESG and Board Imperatives

- Defining ESG: Beyond Compliance to Strategic Advantage.
- Key Drivers: Investor Activism, Regulatory Pressure, Consumer Demand.
- The Business Case for ESG: Value Creation, Risk Mitigation, Innovation.
- Global Megatrends Shaping the ESG Agenda
- **Case Study:** The collapse of Enron (governance failures) and Volkswagen's "Dieselgate" (environmental and social governance breakdown).

Module 2: Board's Fiduciary Duties and ESG Oversight Architecture

- Understanding Board Roles and Responsibilities in ESG.
- Establishing Effective ESG Governance Structures: Committees, Charters, Mandates.
- Integrating ESG into Board Agendas and Decision-Making Processes.
- Assessing Board Competence and Building ESG Literacy.
- **Case Study:** Patagonia's commitment to environmental stewardship embedded in its governance, demonstrating long-term value.

Module 3: Environmental (E) Pillar: Climate Action and Resource Stewardship

- Understanding Climate Risk: Physical and Transition Risks.
- Setting Net-Zero Targets and Decarbonization Pathways.
- Resource Efficiency, Circular Economy, and Pollution Prevention.
- Biodiversity Loss and Nature-Related Financial Disclosures (TNFD).
- **Case Study:** Orsted's transformation from a fossil-fuel company to a renewable energy leader.

Module 4: Social (S) Pillar: Human Capital and Social Impact

- Workplace Culture, Diversity, Equity, and Inclusion (DEI) Metrics.
- Human Rights, Labor Practices, and Fair Wages.
- Employee Health, Safety, and Well-being.
- Community Engagement and Social License to Operate.

- **Case Study:** Starbucks' focus on employee benefits and community initiatives, linking social impact to brand loyalty.

Module 5: Governance (G) Pillar: Ethics, Transparency, and Accountability

- Board Independence, Composition, and Diversity.
- Executive Compensation and ESG-Linked Incentives.
- Business Ethics, Anti-Corruption, and Whistleblower Protection.
- Cybersecurity Governance and Data Privacy.
- **Case Study:** Wells Fargo's account fraud scandal, highlighting the importance of ethical culture and board oversight.

Module 6: Materiality Assessment and ESG Strategy Development

- Conducting a Double Materiality Assessment: Impact and Financial Materiality.
- Prioritizing ESG Issues Relevant to the Organization's Business Model.
- Developing a Robust ESG Strategy Aligned with Corporate Purpose.
- Setting Ambitious, Achievable ESG Goals and Targets.
- **Case Study:** Nike's evolution in supply chain sustainability driven by past controversies and materiality assessments.

Module 7: ESG Reporting Frameworks and Disclosure Requirements

- Overview of Key Global Frameworks: GRI, SASB, TCFD, IFRS S1/S2.
- Understanding Mandatory vs. Voluntary Disclosures.
- Preparing High-Quality, Decision-Useful ESG Reports.
- Avoiding Greenwashing and Ensuring Data Integrity.
- **Case Study:** Unilever's integrated reporting approach and transparent communication of ESG performance.

Module 8: ESG Risk Management and Opportunity Identification

- Integrating ESG Risks into Enterprise Risk Management (ERM).
- Scenario Analysis for Climate and Other ESG Risks.
- Identifying ESG-Driven Business Opportunities
- Board's Role in Overseeing Risk Mitigation Strategies.
- **Case Study:** BP's Deepwater Horizon oil spill, illustrating the catastrophic consequences of inadequate environmental risk management.

Module 9: Engaging with Investors and Rating Agencies

- Understanding Investor Expectations for ESG Performance.
- Navigating ESG Ratings and Rankings
- Effective Communication with ESG Analysts and Shareholder Activists.
- Investor Stewardship and Proxy Voting on ESG Issues.
- **Case Study:** BlackRock's focus on sustainable investing and its influence on corporate ESG strategies.

Module 10: Supply Chain Sustainability and Responsible Sourcing

- Mapping and Assessing Supply Chain ESG Risks.
- Implementing Responsible Sourcing Policies and Due Diligence.
- Addressing Modern Slavery and Labor Rights in the Supply Chain.
- Promoting Circularity and Sustainable Procurement.

- **Case Study:** H&M's efforts to improve labor conditions and environmental practices across its global supply chain.

Module 11: ESG-Linked Compensation and Incentives

- Designing Executive Compensation to Drive ESG Performance.
- Linking ESG Metrics to Performance Targets and Bonuses.
- The Role of the Compensation Committee in ESG Alignment.
- Shareholder Views on ESG-Linked Pay.
- **Case Study:** Companies like Philips integrating sustainability targets into executive remuneration.

Module 12: Digital Transformation, AI, and ESG Governance

- Leveraging Technology for ESG Data Collection and Reporting.
- The Role of AI in ESG Analytics and Risk Prediction.
- Ethical Considerations in AI Development and Deployment.
- Board Oversight of Cybersecurity Risks and Data Governance.
- **Case Study:** Salesforce's use of technology for tracking carbon emissions and promoting ethical AI.

Module 13: Crisis Management and ESG Reputational Risk

- Preparing for and Responding to ESG-Related Crises.
- Managing Reputational Damage from ESG Incidents.
- Effective Stakeholder Communication During a Crisis.
- Building Board Resilience in the Face of Scrutiny.
- **Case Study:** The PR and financial fallout from social media controversies or environmental disasters for various companies.

Module 14: Board Effectiveness and Continuous Improvement in ESG Oversight

- Board Self-Assessment and Peer Review for ESG Competence.
- Continuous Learning and Professional Development for Directors.
- Succession Planning for Board Diversity and ESG Expertise.
- Fostering a Culture of Open Dialogue and Constructive Challenge.
- **Case Study:** Boards that have successfully transformed their composition and skillsets to meet evolving ESG demands.

Module 15: Future of ESG: Emerging Trends and Long-Term Value

- The Rise of Social and Human Capital Metrics.
- Nature-Positive Business and Biodiversity Finance.
- The Intersection of Geopolitics, Climate, and ESG.
- Integrated Capital Reporting and Value Creation.
- **Case Study:** Companies innovating in the green economy and anticipating future ESG regulatory shifts.

Training Methodology

This course employs a dynamic and interactive training methodology designed for experienced Board Directors, fostering practical application and peer-to-peer learning.

- **Interactive Lectures & Presentations:** Concise delivery of core concepts and trending insights.

- **Real-World Case Studies & Discussions:** In-depth analysis of successful and challenging ESG scenarios, facilitating critical thinking and problem-solving.
- **Boardroom Simulations:** Practical exercises to apply ESG oversight principles in simulated board meetings.
- **Group Work & Collaborative Exercises:** Opportunities for participants to share experiences and develop collective solutions.
- **Expert Panel Discussions:** Insights from leading ESG practitioners, investors, and regulatory experts.
- **Q&A Sessions:** Direct engagement with instructors and industry leaders.
- **Practical Toolkits & Templates:** Provision of actionable resources for immediate implementation within organizations.
- **Pre-Course Reading & Post-Course Resources:** To maximize learning and provide ongoing support.

Register as a group from 3 participants for a Discount

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Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

- The participant must be conversant with English.
- Upon completion of training the participant will be issued with an Authorized Training Certificate
- Course duration is flexible and the contents can be modified to fit any number of days.
- The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.
- One-year post-training support Consultation and Coaching provided after the course.
- Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
07 Sep 2026	18 Sep 2026	Physical	\$3,000

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14 Sep 2026	25 Sep 2026	Physical	\$3,000
21 Sep 2026	02 Oct 2026	Physical	\$3,000
28 Sep 2026	09 Oct 2026	Physical	\$3,000
05 Oct 2026	16 Oct 2026	Physical	\$3,000
12 Oct 2026	23 Oct 2026	Physical	\$3,000
19 Oct 2026	30 Oct 2026	Physical	\$3,000
26 Oct 2026	06 Nov 2026	Physical	\$3,000

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