Technology and Workplace Surveillance Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

The modern professional landscape is undergoing a radical transformation as Algorithmic Management and AI-based surveillance become standard fixtures in global operations. As organizations strive for Data-Driven Performance Optimization, the integration of uninterrupted tracking ranging from Predictive Biometrics to Emotion Recognition has raised critical concerns regarding Digital Privacy Sovereignty and Contextual Integrity. Technology and Workplace Surveillance Training Courseprovides a comprehensive deep-dive into the technical mechanisms of modern monitoring and the delicate balance between Operational Transparency and Employee Autonomy.

Navigating the complexities of the 2026 EU AI Act and evolving GDPR Compliance mandates requires a sophisticated understanding of the Socio-Technical Systems governing our workplaces. Participants will explore the psychological impact of the "Digital Panopticon", learning to mitigate Technostress while fostering an environment of Explainable AI (XAI) and Ethical Algorithmic Governance. By moving beyond traditional oversight to a model of Collaborative Transparency, this training empowers leaders to maintain security and productivity without eroding Organizational Trust or violating the fundamental rights of the Hybrid Workforce.

Programme Curriculum

Technology and Workplace Surveillance Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Analyze the impact of the EU AI Act on "High-Risk" surveillance systems in the workplace
2. Evaluate the shift from physical oversight to Algorithmic Management and automated assessment.
3. Implement frameworks for Contextual Integrity to protect the privacy of high-autonomy knowledge workers
4. Deconstruct the psychological mechanisms connecting AI Exposure to employee Psychological Distress
5. Design Explainable AI (XAI) protocols to increase employee AI-Awareness and rebuild trust.
6. Assess the ethical risks associated with Predictive Health Monitoring and biometric discrimination
7. Identify "Unacceptable Risk" AI applications, such as Emotion Recognition in hiring or performance reviews
8. Develop strategies for HRM Devolution, empowering line managers to negotiate surveillance "i-deals"
9. Mitigate the Digital Panopticon effect that leads to Temporal Autonomy Loss in remote settings.
10. Formulate a Co-Design Framework where employees participate in the deployment of IoT security tools
11. Measure the effectiveness of surveillance using the Autonomy-Surveillance Conceptual Framework.
12. Optimize Data Sovereignty protocols to ensure personal data is not weaponized in performance metrics.
13. Integrate Nudge Theory to encourage cybersecurity compliance without intrusive monitoring

Target Audience

1. Chief Privacy Officers
2. Human Resource Business Partners
3. Legal & Compliance Counsel.
4. IT Infrastructure Managers
5. Digital Transformation Officers
6. Labor Union Representatives
7. Operations Managers
8. DEI Specialists

Course Modules

Module 1: The Regulatory Landscape (2026 Standards)

- Compliance with the EU AI Act for "High-Risk" workplace systems.
- GDPR requirements for data minimization in employee tracking.
- Navigating the "Household Exemption" vs. professional deployment.

- Transparency Obligations for AI-generated performance assessments.
- Case Study: A review of the first major penalties under the 2026 AI Act for non-transparent emotion recognition.

Module 2: Algorithmic Management & Control

- Defining the Socio-Technical shift from human supervisors to algorithms.
- The mechanics of Automated Incident Response and threat detection.
- Balancing Algorithmic Control with perceived employee autonomy.
- Strategies for Explainable AI in performance feedback loops.
- Case Study: Comparing productivity gains vs. turnover in an AI-managed manufacturing plant

Module 3: Remote Work & the Digital Panopticon

- Managing the Hybrid Workforce without invasive monitoring.
- Understanding Temporal Autonomy and its erosion in remote settings.
- Digital "presence" tracking vs. outcome-based evaluation.
- The role of IoT Sensors in the remote office environment.
- Case Study: Trust erosion in a global consulting firm following the deployment of keystroke logging

Module 4: Biometrics & Predictive Analytics

- The rise of Predictive Health Monitoring and its legal pitfalls.
- Ethical implications of Biometric Authentication in daily workflows.
- Addressing Predictive Health Discrimination and insurance incentives.
- Privacy risks of Untargeted Scraping of CCTV and facial data.
- Case Study: An employer using biometrics to predict employee burnout and subsequent legal challenges

Module 5: Psychological Impacts & Mental Health

- The relationship between AI-Awareness and psychological resilience.
- Mitigating Technostress and feelings of powerlessness.
- Fostering a sense of Agency in a highly monitored environment.
- The "Resilience Paradox": When high performers suffer most from surveillance.
- Case Study: Implementing "AI-Awareness" training to reduce anxiety in a high-tech firm

Module 6: Ethical IoT & Workplace Safety

- The Co-designing process: Including workers in tech deployment.
- Addressing Fairness Issues in safety-oriented IoT devices.
- Data Security and employee discomfort with wearable tech.
- Protecting employees from "judgment" by automated safety systems.
- Case Study: A scoping review of ethical failures in IoT-based occupational health systems

Module 7: HR Roles & Negotiated Transparency

- HR as Explorers, Negotiators, and Diplomats in surveillance policy.
- Developing HRM Devolution strategies for local team flexibility.
- Negotiating individual "i-deals" regarding monitoring levels.
- Ensuring Procedural Injustice does not occur in hybrid settings.
- Case Study: A tech-oriented firm in China adapting HR roles to manage alternative work arrangements

Module 8: Methodology & Implementation

- Utilizing the Cybersecurity Awareness and Training (CAT) framework.
- Applying Nudge Theory to encourage self-regulated compliance.
- Building Expert Systems for automated scoring and training adaptive testing.
- Developing a Communication Blueprint for surveillance transparency.
- Case Study: Applying the S-O-R (Stimulus-Organism-Response) framework to workplace training

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call +254769199797

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

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

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