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 Duration

10 days

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

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. Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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