CORPORATE GOVERNANCE INDUCTION COURSE

Introduction

Today's organizations operate in a turbulent environment marked by regulatory reforms, digital disruption, cybersecurity threats, economic uncertainty, sustainability reporting expectations, and highly informed stakeholders. Boards and senior management are no longer judged only on financial performance — they are judged on transparency, integrity, accountability, and responsible leadership. Corporate governance has therefore evolved from a compliance checklist into a strategic leadership discipline that determines institutional credibility and survival. Weak governance now quickly leads to audit queries, reputational damage, loss of public confidence, investor withdrawal, and regulatory sanctions. This course provides participants with a practical and contemporary understanding of governance as a system of leadership, oversight, and stewardship. Participants learn how governance structures guide decision-making, align management actions with institutional goals, supervise risk, and protect organizational resources. Emerging issues such as sustainability oversight, stakeholder pressure, crisis governance, and digital governance are also explored. By the end of the program participants will be able to apply governance principles to real organizational situations and strengthen institutional performance and resilience.

Course Objectives

- Understand governance frameworks and standards
- Apply governance best practices
- Strengthen oversight and accountability
- Strengthen oversight and accountability
- Manage governance risks

Course Modules

P.O Box 7254- 01000
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Location Thika & Nairobi

> Module 1: Introduction to Corporate Governance
- Meaning and scope of corporate governance
- Governance vs management
- Evolution of governance practices
- Importance of governance to institutions
- Consequences of weak governance

> Module 2: Governance Theories
- Agency theory
- Stewardship theory
- Stakeholder theory
- Resource dependency theory
- Application of theories in organizations

> Module 3: Governance Structures
- Governance architecture
- Shareholders and stakeholders
- Board structures
- Committees and reporting lines
- Governance charters

> Module 4: Governance Frameworks & Codes
- Governance codes and standards
- Regulatory frameworks
- Compliance requirements
- Governance policies
- Best practice models

> Module 5: Stakeholder Governance
- Stakeholder identification
- Stakeholder rights and expectations
- Engagement strategies
- Communication and disclosure
- Reputation management

> Module 6: Risk Governance
- Governance risks

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- Enterprise risk management
- Internal controls
- Board risk oversight
- Risk reporting

> Module 7: Transparency & Disclosure
- Disclosure principles
- Financial reporting
- Non-financial reporting
- Integrated reporting
- Public accountability

> Module 8: Governance & Strategy
- Role of the board in strategy
- Strategy approval
- Monitoring implementation
- Strategic risk oversight
- Sustainability governance

> Module 9: Governance Across Sectors
- Public sector governance
- State corporations
- NGOs and development agencies
- Private sector governance
- Governance reforms

> Module 10: Governance Evaluation & Improvement
- Governance audits
- Board evaluation
- Governance indicators
- Continuous improvement
- Action planning

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