

CERTIFICATE IN AI GOVERNANCE

CERTIFIED COGNITIVE AI PROFESSIONAL (CAIP™) FOR HR LEADERS

 **MULTIPLE CREDENTIALS CERTIFICATE PROGRAM**



17, 31 March & 14 April 2027

9:30am - 5:30pm

HKIHRM Office

CPD/PDU Hours: 21



**Cantonese
(with English materials)**



Member **Standard**

HK\$ 8,000

Early Bird Offer

HK\$ 6,800

New Member* **Standard**

HK\$ 9,245

HK\$ 8,045

^ Early Bird Offer [Only if enrolment & payment are received by 22 January 2027.]

* Inclusive of new membership joining fee.

**Enrol
Now**



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FIRST**

AI safety and risk governance is no longer a technical afterthought - it is a boardroom mandate. HR professionals stand at the forefront of this transformation.

Candidates who complete all three courses, maintain a minimum attendance rate of 80%, and pass all three in-class examinations (or assignments) will be awarded the CAIP credential with e-badge.

This 3-day Certificate in AI Governance is purpose-built for HR leaders, strategic HRBPs, and people-function executives who must navigate the intersection of AI, workforce strategy, compliance, and enterprise value.

Module 1 – HR's New Mandate: AI Methodology & Governance Blueprint for Strategic HRBPs

AI positioning in the organisation, macro-scoping, structural setup, and business re-valuation

Module 2 – The Defensible AI Enterprise: Legal, Ethical & Governance Safeguards for HR Leaders

Strict "AI-Sheriff" alignment, compliance verification, liability safeguards, and workforce data protection

Module 3 – De-Risking AI Implementations: How Strategic HR Salvages Value & Drives AI-Project ROI

Direct AI execution, corporate financial metrics, performance audits, and phase-specific Go/No-Go architecture

Why This Certificate Matters for HR Professionals



5-Star Trainer: Prof Dr Kelvin Wan

- HSBC Former Global HR Leader with 20+ years of experience
- AI-Driven Project and AI Methodology (CPMAI) ECO Expert
- Advisory Committee, Harvard Business Review (HBR)
- EMBA Professor (Global Top 50 University)

- **Policy Alignment** - Directly responds to Hong Kong's 2026 Policy Address prioritisation of AI safety and governance
- **Strategic Positioning** - Elevates HR from administrative support to AI governance leadership
- **Risk Mitigation** - Equips you to protect your organisation from legal, ethical, and financial AI risks
- **ROI Accountability** - Teaches you to measure, audit, and salvage value from AI investments
- **Practical Toolkits** - Case studies, executive labs, and technical mapping you can apply immediately

What You Will Walk Away With



- A complete AI governance blueprint tailored to your organisation
- Practical compliance and bias-audit frameworks you can deploy immediately
- A boardroom-ready ROI dashboard for measuring AI project value
- The confidence to lead AI governance conversations at the highest level
- A professional certificate that positions you as a strategic AI governance leader

Module 1 – HR's New Mandate: AI Methodology & Governance Blueprint for Strategic HRBPs

- The strategic shift from business application software to AI – why AI is data-centric and iterative, not traditional Agile/Waterfall
- The "AI+ Leader" paradigm – redefining job descriptions from "task-oriented" to "AI-collaboration" baselines
- Designing hybrid workflows that support independent AI agents
- Macro-scoping & matching AI application patterns – applying the global Seven Patterns of AI benchmark to resolve organisational bottlenecks
- Mapping initial business use cases and constructing an actionable digital HR roadmap
- Locating corporate data assets and data SMEs
- Interactive Executive Lab: Practical mapping exercises on corporate setups

Module 2 – The Defensible AI Enterprise: Legal, Ethical & Governance Safeguards for HR Leaders

- The compliance imperative – why 85% of AI initiatives fail (and why governance failures, not technology, destroy enterprise value)
- Supporting Responsible & Trustworthy AI (Domain I) – demystifying the Black Box to build deep employee trust
- Anticipating algorithmic bias & representation flaws – running fairness validations using the Talent Integrity Formula
- Auditing AI-performance outputs for bias and representation issues
- Enforcing enterprise data privacy & regulatory mandates – securing PII within training data
- Forging compliance pathways with GDPR, CCPA, and regional statutory updates
- Mastering operational governance & accountability systems
- Interactive Executive Lab: The "Shadow AI" Risk Audit – mapping and neutralizing AI risks from employees using unapproved platforms with sensitive data

Module 3 – De-Risking AI Implementations: How Strategic HR Salvages Value & Drives AI-Project ROI

- The "Assassin" mandate – terminating value-destructive, low-yield non-AI-enabled projects early
- Establishing baseline commercial and operational constraints before massive capital expenditure
- Calculating hard financial ROI & business value metrics – Total Cost of Ownership (TCO), cycle-time reduction, error minimisation
- Constructing boardroom-ready financial models for AI initiatives
- Managing AI model training & algorithm trade-offs – feature engineering, resource allocation, complexity vs. interpretability
- Architecting phase-specific Go/No-Go gateways – verifying data and AI model readiness before live deployment
- Operational governance, AI-data / AI-model drift controls & continuity – monitoring dashboards, incident alerts, rollback pathways
- Interactive Executive Lab: The Failed Hire Financial Analysis – deconstructing the HK\$250,000 average loss per failed AI-integrated hire

★★★★★ Participant Testimonial Summary

Senior human resources leaders highly praised the program's practical value and clear instructional delivery. Quantitative scoring metrics yielded an outstanding **9.9 out of 10 for Trainer's Professionalism** and a **9.8 for Interactive Activities**. The course achieved a **100% recommendation rate** from all attending HR peers, reflecting its deep alignment with boardroom priorities and current regulatory demands.