IHRM Academy

Artificial Intelligence

PROFESSIOANL CERTIFICATE IN AI GOVERNANCE

MULTIPLE CREDENTIALS CERTIFICATE PROGRAM

17, 31 March & 14 April 2027
9:30am - 5:30pm
HKIHRM Office
CPD/PDU Hours: 21

Cantonese
(with English materials)

	Standard	Early Bird Offer
Member	HK$ 8,000	HK$ 6,800
New Member*	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

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 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

- **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



Program Director and Master Trainer:
Prof Dr Kelvin Wan

- HSBC Former Global HR Leader and Master Trainer with 25+ years of experience
- AI-Driven Project (AIPM), AI Governance (AIGP), ISO42001 (AIMS), AI Methodology (CPMAI) and AI Risk (NIST AI RMF) ECO* Expert
- Advisory Committee Member, Harvard Business Review (HBR)
- EMBA Professor in AI, Innovation and Governance (Global Top 50 University)
- Curriculum Advisor, MSc AI in Business, College of Business (Global Top 50 University)

*ECO - Exam content outline

Ms Bowie Chan (852) 2837 3811 | learning@hkihrm.org

PRPFESSIONAL CERTIFICATE IN AI GOVERNANCE

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

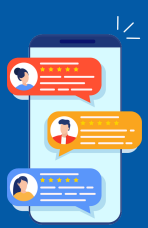
- The strategic shift from business application software to AI — why AI is data-centric and iterative, not traditional Agile/Waterfall
- The "AI+ Leader" paradigm — redefining job descriptions from "task-oriented" to "AI-collaboration" baselines
- Designing hybrid workflows that support independent AI 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.

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