



Workshop on Corporate Governance and Organization Development

April 13 – 17, 2026

Capital Heights Hotel, Hospital Road,

Upper Hill 00506, Nairobi, Kenya

Course Fee: \$4,000 per Participant

Program overview:

The course on Corporate Governance and Organization Development provides a comprehensive understanding of the principles, practices, and strategies essential for effective corporate governance and sustainable organizational development. It integrates theoretical foundations with practical insights to equip participants with the knowledge and skills necessary to navigate the complexities of modern corporate environments.

This program explores governance best practices, organizational culture, and change management to foster sustainable growth and success.

For whom:

This program is designed for senior Executives, middle level Managers, company secretaries, legal advisers, and those seeking to enhance their understanding of governance practices and organizational development.

Learning objectives:

At the end of the program, participants will be able to:

- develop a comprehensive understanding of corporate governance principles, frameworks, and regulatory requirements.
- cultivate leadership skills aligned with the principles of corporate governance and ethical decision-making.
- explore strategies for shaping and aligning organizational culture, structure, and processes to support strategic objectives.
- learn best practices for board structure, function, and accountability in ensuring effective corporate governance.
- design and apply change management principles and foster a culture of innovation for organizational development.
- explore tools and metrics for assessing and improving organizational performance within the framework of corporate governance.
- Learn strategies for managing relationships with various stakeholders including shareholders, employees, customers, and communities.
- explain the importance of risk management frameworks and regulatory compliance in ensuring corporate sustainability and resilience.

Course Outline:

- **Day 1: Module 1: Overview of Corporate Governance**
- Definition and importance
- Historical evolution and global perspectives
- Agency theory, stewardship theory, and stakeholder theory
- Comparative analysis of governance models

Module 2: Legal and Regulatory Frameworks

- Corporate Law and Regulations
- Key legal principles affecting governance practices
- Regulatory bodies and their roles (e.g., SEC, FCA, etc.)
- Ethical Considerations
- Ethical frameworks in corporate decision-making
- Case studies on ethical dilemmas

Day 2: Module 1: Board of Directors and Leadership

- Role and Responsibilities of the Board
- Board composition and diversity

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- Board committees and their functions (audit, compensation, etc.)
- Board Dynamics and Effectiveness
- Leadership styles and their impact on governance
- Board evaluation and performance assessment

Module 2: Stakeholder Management

- Stakeholder Theory and Analysis
- Identification and categorization of stakeholders
- Strategies for effective stakeholder engagement
- Shareholder Activism and Engagement
- Managing shareholder expectations and activism
- Shareholder communication and transparency

Day 3: Module 1: Risk Management and Compliance

- Risk Governance
- Risk assessment frameworks (ERM, COSO, etc.)
- Risk appetite and tolerance levels
- Compliance and Regulatory Compliance
- Compliance frameworks and best practices
- Corporate governance codes and standards

Module 2: Organizational Development Strategies

- Organizational Culture and Values
- Assessing and shaping organizational culture
- Values-driven leadership and its impact
- Change Management
- Change theories and models (Kotter, Lewin, etc.)
- Implementing and managing organizational change

Day 4: Module 1: Corporate Social Responsibility (CSR) and Sustainability

- CSR and Ethical Business Practices
- CSR frameworks and reporting (GRI, ISO 26000, etc.)
- Impact of CSR on corporate governance
- Sustainability Reporting
- Sustainable development goals (SDGs) and their integration
- Environmental, social, and governance (ESG) factors

Module 2: Case Studies and Best Practices

- Case Studies in Corporate Governance
- Analyzing governance failures and successes
- Best practices in corporate governance
- Emerging Trends and Future Directions

Day 5: Module 1: Measuring and Enhancing Organizational Performance

- Key performance indicators (KPIs) for organizational success
- Continuous improvement strategies within the governance framework

Module 2: Comprehensive analysis of a governance issue or case study

- Case studies on corporate governance challenges and solutions

This course package includes: Course material in soft copy, Tea break, Lunch, City tour, and certificate of attendance. A Core 1.5 laptop with the soft copy of the course material loaded with a carrying bag will be presented to the participants at the end of the course.

Note: Payment is either USD or the prevailing parallel market rate. We do not accept government official rate.

Training Methodology

- **Methodology:** Lectures, discussions, exercises, case studies, audio-visual aids will be used to reinforce these teaching/learning methods

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