



Auditing Talent Management and People Risk

John Chesshire

Course Description

People are regularly described as an organisation's greatest asset. They can also be the source of significant risk. The ECIIA's Risk in Focus 2025 survey once again highlighted "Human capital, diversity, talent management and retention" as second place in its list of key risks identified by CAEs across Europe. We have seen the great resignation in the UK and skills gaps and shortages in key professions and sectors across Europe. Employee engagement, talent management and upskilling are vital to the current and future success of all our organisations. But how well are these undertaken?

Energy and resources are invested in developing HRM and People strategies, processes, and services yet employee survey results may not be improving, turnover increases and retention is challenging. This course will help you provide effective, professional insight and internal audit assurance over a range of key people risks, employee engagement and talent management.

Who should attend?

This course has been designed to be relevant to internal auditors, audit managers and chief audit executives, as well as risk managers and other second line colleagues, with varying levels of practical experience. It is of most relevance to those who are about to audit people risk, talent management activity or the HR function, for those who manage audits - or other activity - in this area, or for those wishing to stay up to date with topical developments, and emerging areas of risk and internal audit interest.

Course programme

This course covers the following areas:

- People risk and its importance
- A background to Human Resources (HR) and Human Resources Management (HRM)
- The importance of effective talent management to all organisations, irrespective of sector
- Talent management – purpose, strategy and objectives
- Modern and emerging HRM service and delivery
- Alternate talent management strategies available to organisations
- Key HRM functional and service delivery risks and options for risk mitigation
- Topical talent management issues and people risk facing organisations
- Common challenges and issues faced when auditing talent management and people risk and how to overcome these.

The course includes facilitator input, topical examples, short practical discussions and exercises to reinforce the learning and build upon your existing knowledge.

CPE competency areas covered

- Performance (Engagement planning)
- Performance (Engagement outcomes)
- Environment (Common business processes)

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Price

€ 320
€ 220 (members
IIA Greece)



Venue

virtual seminar via
tele-conference

CPE's: **7**

Curriculum vitae

John Chesshire CFIIA, QIAL, CIA, CISA, has over 25 years' experience working in the internal audit, risk management, business improvement and governance fields. John is a Fellow of the Chartered Institute in the UK, an Independent Internal Audit Committee Chair, a member of three other Audit Committees in the international charity, defence and local government sectors, and was Chief Assurance Officer for the States of Guernsey until the start of 2021. John is also currently working part time as The Internal Auditor for an international credit ratings agency.



He has delivered many well-received courses to IIA Greece in the past, as well as to many other European Institutes of Internal Auditors. His other recent clients include FTSE listed companies, multinationals, central and local government, law enforcement, charities, professional services companies, and international organisations such as NATO, the OECD, the ACCA, and UN Agencies. He is a principal examiner for the Institute of Risk Management and has been a visiting lecturer in the Governance and Assurance Hub at Birmingham City University.

John loves internal audit, is a great friend of IIA Greece and particularly enjoys working in new and emerging areas of assurance interest.



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