

HRDA Vital Importance: Optimizing AI Governance for Responsible and Scalable Automation

Programme Overview

This intensive 18-hour programme — composed of 14 hours of classroom-based training and 4 hours of personalized in-house consultation — is designed to equip organisations with the expertise and structured methodologies needed to implement robust, ethical, and scalable AI governance frameworks. As artificial intelligence increasingly drives business decisions and operational efficiencies, governance is evolving into a critical organisational function, ensuring not only compliance but also sustained innovation, trust, and accountability. The programme presents governance as a strategic lever, a means to align cutting-edge technological adoption with corporate values, legal obligations, and societal expectations. Through a balance of theoretical grounding and real-world application, participants are guided to recognise the impact of governance on organisational resilience, risk posture, and competitive differentiation.

- Building on international best practices and the latest global standards, the curriculum integrates case studies, facilitated discussions, and collaborative exercises. Participants will learn to define governance priorities, establish risk appetite, and embed accountability into organisational culture and operations. By the end of the programme, they will have developed actionable strategies for operationalising governance that are context-specific yet aligned with globally recognised principles of trustworthy AI.

Learning Objectives

The course's main learning objectives can be found below:

- Understand governance as a strategic, value-driven organisational function.
- Learn to align innovation with compliance and stakeholder trust.
- Explore governance frameworks informed by global standards.
- Develop actionable strategies to embed governance across operations.
- Gain confidence in managing governance within a rapidly evolving AI landscape.
- Align AI systems with regulatory frameworks such as the EU AI Act and NIST AI Risk Management Framework

Knowledge

Participants will gain an advanced understanding of the fundamental and emerging concepts that underpin effective AI governance. This includes a thorough exploration of legal, ethical, and operational frameworks guiding the classification and management of AI systems. They will examine the AI lifecycle and risk management lifecycle in depth, analysing how each stage presents unique governance challenges and opportunities. Special attention is given to mapping stakeholder roles and responsibilities in multi-party AI value chains, with emphasis on how governance reinforces organisational integrity and public trust.

Below is an example of the knowledge to be learned by students attending this programme:

- Master AI system classification, governance frameworks, and stakeholder obligations.
- Analyse the AI lifecycle and risk management lifecycle in detail.
- Understand governance within the broader ethical, societal, and reputational context.
- Recognise the strategic importance of governance for organisational credibility.
- Define AI systems compliant to the EU AI Act
- Describe the EU framework for trustworthy AI
- Describe the different risk categories and key roles in the EU AI Act and its underlying rationale
- Detail the primary obligations of stakeholders as required by the EU AI Act
- Articulate the foundational elements of an effective AI Governance program in the Banking and Finance context.

Skills

The programme provides participants with the skills to critically evaluate their organisation's AI readiness and implement governance frameworks that are effective, measurable, and adaptable. They will learn to design oversight committees, define risk appetite and tolerance aligned with organisational strategy, and develop robust monitoring and evaluation metrics. Through guided exercises and real-world scenarios, they will practice applying these principles to sector-specific challenges while maintaining flexibility to adapt governance to dynamic contexts.

Below are some of the skills to be acquired by participants:

- Conduct readiness and maturity assessments for AI governance.
- Design governance frameworks with clear accountability and oversight mechanisms.
- Define and operationalize risk appetite and tolerance.
- Develop and monitor governance metrics and performance indicators.
- Tailor governance strategies to diverse organizational needs.

- Show how to define an AI system which is consistent with organizational needs and the EU AI Act
- Explain how to create an effective AI Governance framework for your organization consistent with the EU AI Act

Attitudes

The programme fosters a forward-thinking, proactive mindset that views governance as a catalyst for sustainable innovation and competitive advantage. Participants will be encouraged to champion ethical AI practices, promote transparency and accountability across teams, and lead the cultural transformation necessary to embed governance principles at all levels of the organisation.

Here are some of the main attitudes to be picked up by attendees:

- Advocate for ethical and transparent AI practices throughout the organisation.
- Promote interdisciplinary collaboration and continuous improvement.
- Cultivate a culture of accountability, trust, and innovation.
- Position governance as both a safeguard and an enabler of progress.
- Evaluate your organisational readiness for trustworthy AI system development and compliance to the EU AI Act

Training Outline

AI and Governance Fundamentals

This opening session sets the foundation by exploring the strategic relevance of AI governance in a global context. Participants are introduced to core concepts, definitions, and typologies of AI, with emphasis on how clarity in terminology influences accountability and operational decisions. Functional distinctions — such as reactive systems, limited memory models, and emergent AI paradigms — are examined to illustrate their governance implications. Exercises and group discussions help participants internalise how imprecise definitions can lead to misaligned responsibilities, inadequate oversight, and reputational risk.

Status & Regulatory Context

In this module, participants assess the motivations and practical impacts of contemporary regulatory and policy frameworks shaping AI governance. They examine how these frameworks delineate roles and obligations across the AI lifecycle, using a detailed case study on credit decisioning to illustrate the tension

between operational goals and regulatory constraints. The session encourages critical discussion on how governance informs resource allocation, innovation strategy, and organisational risk tolerance.

Understanding AI Risks

This session explores the distinctive risk profiles of AI systems, including systemic bias, lack of transparency, susceptibility to adversarial manipulation, and the risk of hallucinations in generative models. Through interactive case studies and group exercises, participants learn to diagnose vulnerabilities, assess potential impacts, and design mitigation strategies that align with organisational goals and ethical commitments. The discussion underscores the importance of anticipatory governance in addressing emerging risks.

AI Risk Management Lifecycle

Participants gain comprehensive insight into the AI risk management lifecycle, learning to map governance responsibilities at each stage. The module demonstrates how to translate high-level principles into operational controls and continuous monitoring mechanisms. Using hands-on exercises, participants develop risk dashboards and scorecards to measure performance and maturity over time, enhancing the adaptability and resilience of governance structures.

Embedding Governance in Operations

This module highlights how to integrate governance principles into everyday business processes without compromising agility or innovation. Participants learn to formalize risk appetite and governance metrics, ensuring alignment between strategic objectives and operational practices. Real-world examples illustrate how governance can support efficiency while upholding accountability and public trust, creating a culture that values responsible automation.

Regulatory Obligations and Risk Categorization

The final module consolidates learning by reviewing specific organisational obligations and risk classification schemes. Participants analyse how to differentiate between high-risk and limited-risk systems and map responsibilities across the AI value chain. A capstone exercise encourages participants to synthesize insights from the entire programme into actionable governance initiatives.

Next Steps – Plan for the In-house Training/Advisory Session

Training Style

The programme blends theoretical depth with hands-on learning, creating an engaging environment where participants can experiment with real-world applications of governance concepts. Through facilitated discussions, peer feedback, case studies, and reflective exercises, participants develop the confidence to design and lead governance initiatives in their organizations. The instructional approach is designed to emulate best practices from international executive education, fostering critical thinking, collaboration, and practical skill-building.

In-house Training/Advisory Session

Upon completing the 14-hour in-class training programme, participants will engage in a tailored 4-hour in-house session offering focused guidance, advice, and training to address the specific needs and challenges of both the participants and their organisation.

The concluding consultation session allows participants to tailor the knowledge gained to their specific organisational context. They conduct readiness assessments, design governance committees and accountability pathways, and develop monitoring and evaluation tools to ensure continuous improvement.

The session emphasizes practical, sustainable implementation of governance frameworks aligned with strategic objectives.

Participant Profile

This programme is designed for a broad spectrum of professionals who influence, implement, or oversee AI initiatives within their organisations. It addresses the needs of senior decision-makers who set strategic priorities, policy developers shaping ethical and regulatory alignment, technical leaders managing deployment, as well as mid-level managers and advisors tasked with operationalizing governance frameworks. The curriculum is also relevant to consultants and cross-functional team members involved in AI-enabled processes, providing them with the knowledge and skills to contribute effectively to responsible and sustainable AI adoption. By fostering a shared understanding across organisational levels, the programme ensures alignment of innovation, compliance, and societal trust.

- C-Level Executives and Senior Managers
- Legal, Compliance, and Policy professionals
- Governance, Risk, and Compliance (GRC) specialists
- Regulators and policymakers
- Senior Technical and Programme Leaders
- Business Unit Leaders
- Mid-level Managers and Advisors
- Consultants and External Advisors
- Cross-functional Team Members
- Future Leaders and High-Potential Talent

Duration

The duration of the programme is 18 hours as follows:

- The total duration of the in-class training is 14 hours.
 - The programme is split over two sessions of 7 hours
- The total duration of the In-house Training/Advisory session is 4 hours.

The Trainer

Dr Zach Anthis | Lecturer Artificial Intelligence and Data Analytics (AIDA)

Zach is a pure mathematician admittedly turned computer scientist. He holds a PhD in Artificial Intelligence and Data Analytics with integrated MSc in Quantitative Methods, from the Department of Culture, Communication, and Media at University College London (UCL). He received a Full Doctoral Scholarship from the Centre of Digital Innovation (powered by Amazon) and an Expert Research Area (ERA) Chair Fellowship from the European Commission. He also holds honorary teaching positions as Teaching Fellow for the UCL Knowledge Lab and Visiting Lecturer for the Department of Management Science at the University of Miami (Herbert Business School).

He has previously worked as a Senior Researcher for the Department of Electrical Engineering, Computer Engineering, and Informatics (EECEI) at the Cyprus University of Technology (CUT) and an Associate Lecturer in Business Intelligence and Data Analytics for the Department of Computing at the University of Central Lancashire (UCLAn Cyprus). In 2016 he was appointed as Director of Education and EU Programmes Office at the Chamber of Commerce and Industry (CCI). He has formerly served as a reviewer in a range of scientific journals from various academic disciplines, such as International Journal of Human and Computer Studies (IJHCS), IEEE Transactions on Pattern Analysis and Machine Intelligence (TPAMI), Operational Research International Journal (ORIJ), etc.