

Governance and Compliance Training

Course Description

The **Governance and Compliance Training** course is a 5-day intensive program designed for Compliance Officers to master the intricacies of governance, regulatory frameworks, operational compliance, and leadership strategies. Covering topics like Basel norms, ESG standards, KYC regulations, AML laws, cybersecurity measures, and preventive vigilance, this course blends theoretical insights with real-world case studies and practical exercises. Participants will gain in-depth knowledge to build robust compliance frameworks, mitigate risks, and drive strategic business advantages. Through interactive discussions and exercises, they will strengthen their ability to navigate complex regulatory environments and lead compliance-driven organizational transformations.

Course Audience: Compliance Officer from Governance/ Compliance

Course Objectives

1. Understand the key roles and responsibilities of compliance officers.
2. Learn the fundamentals of effective compliance frameworks.
3. Explore best practices in corporate governance and compliance monitoring.
4. Gain insights into Basel I, II, and III regulations and their application.
5. Analyze ESG compliance principles and implementation strategies.
6. Study regulatory guidelines for priority sector lending and NBFC compliance.
7. Understand KYC and AML processes, regulations, and technology integration.
8. Learn preventive vigilance techniques and risk management strategies.
9. Master disclosure norms and financial reporting compliance requirements.
10. Explore cybersecurity measures to prevent and address digital fraud.
11. Understand leadership roles in fostering a compliance-driven culture.
12. Analyze real-world compliance challenges through case studies.
13. Develop strategies to align compliance with business objectives.
14. Learn to design comprehensive compliance frameworks for organizations.
15. Understand the nuances of corporate governance in financial institutions.
16. Enhance skills in monitoring and managing compliance violations.
17. Leverage compliance as a strategic tool for organizational growth.
18. Gain expertise in handling compliance-related incidents and audits.
19. Build transparency and trust through effective governance practices.
20. Improve organizational resilience through robust compliance strategies.

Course Prerequisites

1. Basic understanding of governance and compliance concepts.
2. Familiarity with financial regulations and reporting standards.

3. Experience in compliance monitoring or related fields.
 4. Knowledge of organizational policies and procedures.
 5. Awareness of cybersecurity risks and fraud prevention measures.
 6. Understanding of financial operations in banking or NBFC sectors.
 7. Interest in ESG principles and sustainability practices.
 8. Capability to analyze and interpret regulatory requirements.
 9. Strong communication and stakeholder management skills.
 10. Willingness to participate in case studies and practical exercises.
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Learning Outcomes

1. Gain expertise in designing and implementing compliance frameworks.
 2. Build in-depth knowledge of Basel norms, ESG standards, and AML regulations.
 3. Effectively apply KYC processes and technology in compliance initiatives.
 4. Develop vigilance strategies to prevent compliance violations.
 5. Strengthen skills in corporate governance for financial institutions.
 6. Analyze and address cybersecurity risks and digital fraud challenges.
 7. Leverage compliance for strategic business planning and resilience.
 8. Improve skills in monitoring, auditing, and reporting compliance activities.
 9. Enhance understanding of leadership roles in governance and compliance.
 10. Apply lessons learned from case studies to real-world compliance scenarios.
 11. Develop practical compliance solutions for hypothetical organizational challenges.
 12. Strengthen organizational trust and transparency through effective compliance.
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Detailed TOC

Day 1: Understanding Compliance Fundamentals

1. Roles and Responsibilities of Compliance Officers

- 1.1 Definition and Importance of Compliance Officers
- 1.2 Core Responsibilities in Governance and Compliance
- 1.3 Legal and Ethical Obligations of Compliance Officers
- 1.4 Key Skills and Competencies Required
- 1.5 Interaction with Regulatory Bodies and Internal Stakeholders
- 1.6 Establishing Compliance as a Strategic Function
- 1.7 Case Study: Successful Compliance Officer Contributions

2. Good Practices for Effective Compliance

- 2.1 Developing a Strong Compliance Framework
- 2.2 Key Components of Compliance Programs
 - Policies and Procedures

- Compliance Monitoring Tools
 - Reporting Mechanisms
 - 2.3 Compliance Risk Assessment Techniques
 - 2.4 Building Organizational Trust Through Transparency
 - 2.5 Effective Training and Awareness Programs for Employees
 - 2.6 Case Study: Benchmarking Best Practices in Compliance
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Day 2: Navigating Regulatory Frameworks

3. Basel Norms and Compliance

3.1 Introduction to Basel I, II, and III Accords

3.2 Key Pillars of Basel Regulations:

- Minimum Capital Requirements
 - Supervisory Review Process
 - Market Discipline
- 3.3 Implementation Challenges in Financial Institutions

3.4 Case Study: Lessons Learned from Basel Non-Compliance

4. Priority Sector Norms and Compliances (Non-banks Financial Institutions)

4.1 Regulatory Guidelines for Priority Sector Lending

4.2 Compliance Challenges for NBFCs

4.3 Reporting Standards for Priority Sector Norms

4.4 Case Study: Priority Sector Compliance Success Stories

5. ESG-Compliant Approach

5.1 Importance of Environmental, Social, and Governance (ESG) in Modern Compliance

5.2 ESG Reporting Standards and Frameworks

5.3 Incorporating ESG into Organizational Strategy

5.4 Challenges in ESG Compliance and Mitigation Strategies

5.5 Case Study: Companies Successfully Adopting ESG Practices

Day 3: Operational and Legal Compliance

6. KYC Compliance and Compliances of Money Laundering Act

6.1 Overview of Know Your Customer (KYC) Regulations

6.2 Anti-Money Laundering (AML) Laws and Their Global Significance

6.3 Steps for KYC Implementation in Organizations

6.4 Role of Technology in Streamlining KYC Processes

6.5 Penalties for Non-Compliance with KYC and AML Laws

6.6 Case Study: Effective Use of Technology in KYC

7. Preventive Vigilance

7.1 Importance of Preventive Vigilance in Corporate Governance

7.2 Identifying Red Flags in Compliance Processes

7.3 Tools and Techniques for Proactive Risk Management

7.4 Role of Audits and Investigations in Preventive Vigilance

7.5 Case Study: Implementing Preventive Vigilance Programs

8. Disclosure Norms and Financial Reporting Compliances

8.1 Importance of Transparency in Corporate Governance

8.2 Key Financial Reporting Regulations and Requirements

8.3 Monitoring Compliance with Disclosure Norms

8.4 Consequences of Non-Compliance with Reporting Obligations

8.5 Case Study: Successful Adoption of Financial Reporting Standards

Day 4: Advanced Topics in Compliance

9. Corporate Governance in Banks/Non-Banks/Financial Institutions

9.1 Key Principles of Corporate Governance

9.2 Differences in Governance Between Banks and Non-Banks

9.3 Challenges in Corporate Governance for Financial Institutions

9.4 Role of Compliance Officers in Strengthening Governance Practices

9.5 Case Study: Improving Governance in Banking Institutions

10. Digital Frauds and Countermeasures Including Cybersecurity

10.1 Understanding the Rise of Digital Fraud in Modern Organizations

10.2 Types of Digital Frauds Targeting Financial Institutions

10.3 Cybersecurity Best Practices for Fraud Prevention

10.4 Role of Technology in Fraud Detection and Investigation

10.5 Incident Response and Recovery Plans for Digital Fraud

10.6 Case Study: Lessons Learned from a Major Cybersecurity Breach

Day 5: Strategic Compliance and Leadership

11. Role of Leaders in Leveraging Strategic Advantage Through Compliance

11.1 Role of Leadership in Building a Compliance-Driven Culture

11.2 Strategic Benefits of Compliance in Enhancing Business Resilience

11.3 Incorporating Compliance into Strategic Business Planning

11.4 Leadership's Role in Mitigating Compliance Risks

11.5 Case Study: Leadership Excellence in Compliance Management

12. Case Studies and Practical Exercises

12.1 Case Study 1: Enhancing Governance in a Financial Institution

- Analyze how a global bank overcame governance challenges through compliance frameworks.
- Identify gaps in their compliance strategy and suggest improvements.

12.2 Case Study 2: Mitigating Cybersecurity Risks in a Non-Banking Financial Institution

- Review a real-world cybersecurity breach in an NBFC.
- Evaluate the role of compliance in identifying and managing digital fraud risks.

12.3 Case Study 3: ESG Compliance in Practice

- Explore a company's approach to integrating ESG principles into their operations.
- Discuss how ESG compliance improved their reputation and stakeholder trust.

12.4 Exercise 1: Designing a Compliance Framework

- Develop a compliance framework for a hypothetical organization (e.g., a bank or NBFC).
- Include policies, procedures, and risk mitigation strategies tailored to their operations.

12.5 Exercise 2: Creating a Compliance Monitoring Plan

- Draft a monitoring plan to ensure adherence to disclosure norms and financial reporting compliance.
- Include methods for identifying and addressing compliance violations.

12.6 Exercise 3: Preventive Vigilance Strategy

- Create a preventive vigilance strategy to address potential compliance risks in a governance environment.
- Highlight tools and techniques for proactive risk management.

12.7 Exercise 4: KYC and AML Process Design

- Design a KYC and AML compliance process for a financial institution.
- Emphasize technology integration to streamline processes and ensure regulatory compliance.