



Navigating Delegation of Authority in Corporate Governance

Course Introduction:

The **Navigating Delegation of Authority in Corporate Governance** course is designed to provide participants with a comprehensive understanding of the principles and practices surrounding the delegation of authority within organizations. In today's complex business landscape, effective delegation is essential for enhancing operational efficiency, ensuring accountability, and facilitating informed decision-making at all levels of governance.

This course will explore the critical role of delegation in corporate governance frameworks, highlighting its significance in aligning organizational goals with strategic execution. Participants will learn how to establish clear delegation policies, develop delegation matrices, and implement best practices that foster a culture of trust and empowerment among employees.

Course Objectives:

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

- ✓ Understand the principles of corporate governance and the significance of delegation.
- ✓ Develop frameworks and best practices for effective delegation of authority.
- ✓ Learn to monitor, assess, and ensure accountability in delegation processes.

Who Should Attend?

- Corporate board members and executives
- Governance and compliance professionals
- Managers and team leaders
- Organizational development specialists

Course Outline:

Day 1: Introduction to Corporate Governance and Delegation of Authority

- **Morning Session:**
 - **Understanding Corporate Governance**
 - Definitions and key concepts
 - Importance of governance in organizational success
 - Overview of governance frameworks and structures
- **Afternoon Session:**
 - **Delegation of Authority: Concepts and Importance**
 - Definition and significance of delegation in governance
 - Benefits and risks of effective delegation

- Case studies of successful delegation practices

Day 2: Frameworks for Delegation of Authority

- **Morning Session:**
 - **Establishing a Delegation Framework**
 - Components of an effective delegation policy
 - Identifying roles and responsibilities at various organizational levels
 - Legal and regulatory considerations in delegation
- **Afternoon Session:**
 - **Developing a Delegation Matrix**
 - Creating a clear delegation matrix for decision-making
 - Aligning delegation with organizational goals and strategies
 - Workshop: Drafting a delegation framework for a hypothetical organization

Day 3: Implementing Delegation of Authority

- **Morning Session:**
 - **Best Practices for Effective Delegation**
 - Communicating delegation effectively to stakeholders
 - Training and supporting employees in their delegated roles
 - Monitoring and reviewing delegated authority
- **Afternoon Session:**
 - **Tools and Techniques for Delegation**
 - Utilizing technology to facilitate delegation
 - Performance management systems and delegation
 - Workshop: Developing a communication plan for delegation

Day 4: Monitoring, Accountability, and Review

- **Morning Session:**
 - **Establishing Accountability in Delegation**
 - Defining accountability in the context of delegation
 - Mechanisms for ensuring accountability and oversight
 - Addressing challenges and pitfalls in delegation
- **Afternoon Session:**
 - **Evaluating the Delegation Process**
 - Key performance indicators (KPIs) for assessing delegation effectiveness
 - Conducting regular reviews of delegation practices
 - Case studies on accountability and delegation failures

- **Morning Session:**
 - **Emerging Trends in Corporate Governance and Delegation**
 - The impact of digital transformation on delegation practices
 - ESG (Environmental, Social, and Governance) considerations in delegation
 - Global perspectives on delegation and governance
- **Afternoon Session:**
 - **Workshop: Scenario Analysis and Group Discussions**
 - Analyzing real-world scenarios related to delegation challenges
 - Collaborating on best practices and innovative solutions
 - Course wrap-up, feedback session, and Q&A

Course Methodology:

A variety of methodologies will be used during the course that includes:

- (30%) Based on Case Studies
- (30%) Techniques
- (30%) Role Play
- (10%) Concepts
- Pre-test and Post-test
- Variety of Learning Methods
- Lectures
- Case Studies and Self-Questionnaires
- Group Work

Course Fees:

To be advice as per course location. This rate includes participant's manual, Hands-Outs, buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Course Certificate:

International Center for Training & Development (ICTD) will award an internationally recognized certificate(s) for each delegate on completion of training.

Course Timings:

Daily Course Timings:

08:00 - 08:20	Morning Coffee / Tea
08:20 - 10:00	First Session
10:00 - 10:20	Coffee / Tea / Snacks
10:20 - 12:20	Second Session
12:20 - 13:30	Lunch Break & Prayer Break
13:30 - 15:00	Last Session

