



Got ERM Training?

According to a recent survey of ERM in the Federal government, nearly 70% of respondents do not agree that their organizations provide risk management training for staff to effectively and efficiently carry out their risk management responsibilities. And this is not improving with time. Can you relate? Let Guidehouse guide you through your training needs.

The Value of ERM Training

Training is the key enabler for developing ERM capabilities within an organization. Training is essential to helping an organization understand and use its risk management policies, processes, methods, and tools. A strong foundation and understanding of ERM, fostered and matured over time through training, will build value for the organization.

- **Supports Risk-Based Decision Making**

ERM enables an agency to enhance decision making techniques by applying a risk-based lens to strategic execution. ERM equips agencies with insight as they protect strategic initiatives from uncertainty and risk, resulting in a preservation of resources, improved investment decisions, and enhanced performance. ERM also facilitates with exploring the positive side of risk to identify opportunities for enhanced outcomes.

- **Aligns the Organization Around Common Terminology and Expectations**

ERM employs terms that many risk management professionals are familiar with, but not everyone in your organization may understand. It is important to have a common risk taxonomy and everyone have a uniform understanding of risk terms. For example, risk tolerance, risk appetite, and risk philosophy are terms that often cause confusion.

- **Develops Skills and Capabilities of the Organization to Achieve ERM Benefits**

It is important for agency staff to execute their roles and responsibilities associated with their job functions. It is equally important to identify risks in their daily functions and report them to management for timely assessment and response. Proper risk training will empower agency personnel in identifying risks which should limit the possibility of the risk escalating into an issue or crisis. ERM training will help management learn techniques to cultivate an environment of openness where employees will feel comfortable raising and reporting risks and how to implement ERM best practices within their organizations.

ERM Training Offerings

Guidehouse offers a variety of ERM training courses catering to different target audiences, capability levels, delivery methods, frequencies, and other elements. Input into the training content was provided by members of the Principal Authorship team of the COSO ERM Framework – Integrating with Strategy and Performance, along with the rest of our team of experienced ERM professionals – former executives and COSO subject matter specialists. Guidehouse can quickly increase your agency's ERM capabilities by building and delivering a quality training program that fits your agency's needs.

- **Value-Based Executive Training**

Much of ERM training begins with an understanding of what ERM is. We begin with why it is valuable. Guidehouse has developed unique ERM education for executives and managers to help them understand the ERM value proposition for them and their organization. We focus extensively on real-world, highly relatable cases where the benefits of ERM are explored in the same kind of situations faced by Federal leaders every day. We have delivered this well-received training to numerous Federal leadership teams, and can readily adapt it to your organization's challenges as a core component to generating the tone-at-the-top that is essential for achieving the benefits of your ERM program.

A Selection of Training Immediately Available for Delivery

- Understanding ERM Frameworks: COSO ERM vs. ISO 31000
- OMB A-123 Overview
- ERM and Governance Training
- ERM and Internal Controls Training
- ERM Executive Education
- ERM Training for Managers
- Introduction to ERM
- Introduction to Risk Identification
- Basics of Risk Assessment
- Basics of Risk Response
- Basics of Risk Appetite
- Basics of Risk Mitigants
- Basics of Risk Registers
- Basics of Risk Monitoring
- In-depth Risk Liaison Training

Customized ERM Training Offerings

For each training, select an option from each category.



• Custom Course Development Options

Guidehouse seeks to understand the needs of the agency and develop customized training programs and materials in support of maturing the ERM workforce and program. Whether it is a selection of standardized content, creation of new material, or a combination of both, Guidehouse will align our ERM training to suit the goals of the agency.

• ERM Competency Assessment

Guidehouse can offer an ERM competency assessment to assess learning needs at different levels of the organization – by division, functional area, or program – as it relates to ERM concepts, tools, and skills. This competency assessment identifies and addresses the varying degrees of ERM advancement across the organization as well as inform the development of targeted training resources and sustain learning efforts. The results of the assessment are shared in a report broken out by role, staff level, and recommended courses that may address certain knowledge gaps.

Who is Guidehouse?

Guidehouse is a leading global provider of consulting services to the public and commercial markets with broad capabilities in management, technology, and risk consulting. We are successfully supporting numerous large-scale ERM programs across the Federal government, including design, implementation, and ongoing maturation, all of which is founded and interconnected with training. We are passionate about ERM education and we can boast that our training has been built, supported, and delivered by former ERM executives and authors of the dominant global standard for ERM, the COSO ERM Integrated Framework. Guidehouse can quickly increase your agency’s ERM capabilities by building a quality training program that fits your agency’s needs.