BLACKBIRD FOR TRAINING

Compliance, AI Governance and Strategic Target Delivery for Transformation Leaders Course

10 – 14 May 2027
Barcelona (Spain)

UK Traininig
PARTNER

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Introduction:

Compliance, AI governance and strategic target delivery for transformation leaders is the discipline of converting national and corporate strategic targets, such as economic diversification, local content and private-sector growth, into unit priorities and KPIs while keeping generative AI use, data handling and anti-bribery controls within agreed limits. This one-week classroom course is designed for experienced unit and department heads, initiative sponsors, and governance, compliance, ethics and strategy office leads who carry delivery or oversight duties. Teaching runs through case studies, and every module adds one section to a single template, so each delegate leaves with a finished Unit Transformation and Compliance Action Plan. Reference points include ISO 37301 for compliance management, ISO 37001 for anti-bribery controls, ISO/IEC 42001 for AI management and the Three Lines Model for oversight roles.

Course Objectives:

- Translate national and corporate strategic targets into a short list of unit priorities, each tied to measurable KPIs
- Apply generative AI to briefings, analysis and drafting work within the limits set by a written acceptable-use policy
- Design AI governance controls that cover risk tiers, human oversight, data handling and named accountability, using ISO/IEC 42001 as a reference
- Assess a unit against governance, regulatory, ethics, anti-bribery and data protection expectations and record the gaps found
- Run delivery reviews that draw on KPI dashboards, benefits tracking and agreed escalation routes
- Build a Unit Transformation and Compliance Action Plan with named owners, dated milestones and control checkpoints

Target Audience:

- Unit and department heads who must turn strategic targets into team commitments and decide which outputs their unit will be measured on
- Sponsors of transformation initiatives and portfolios who approve funding, steer delivery and decide when slippage calls for intervention
- Governance, compliance and ethics leads who design and test controls for bribery, data protection and AI use across business units
- Transformation and strategy office leads who track targets and benefits and judge whether reported progress reflects real results
- Senior functional managers introducing generative AI or new data uses into their teams and setting where human review is required

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Course Outline:

Day 1: Transformation Context and Leadership Mandate: From Strategic Targets to Unit Priorities

- Strategic Theme Mapping: Tracing National and Corporate Strategic Targets Down to Organisational and Unit Priorities
- Diversification and Sector Growth Logic: How Unit Outputs Feed Wider Economic and Business Growth Targets
- Local Content and Private-Sector Targets: Supplier Development Commitments and the Procurement Compliance Exposure They Create
- Unit Readiness Self-Assessment: Rating Capability, Capacity and Control Maturity Against the Transformation Mandate
- Case Exercise and Action Plan Section 1: Agreeing the Unit's Transformation Priorities and Their Links to Targets

Day 2: Governance, Compliance and Responsible AI Foundations

- Corporate Governance and the Three Lines Model: Placing Unit Management, Risk, Compliance and Internal Audit Roles
- Anti-Bribery Policy Under ISO 37001: Gifts and Hospitality Rules and Third-Party Due Diligence Steps
- Data Protection Principles: Lawful Basis, Data Minimisation and Purpose Limitation in Daily Unit Work
- Responsible AI Principles Under ISO/IEC 42001: Fairness, Transparency, Accountability and Human Oversight
- Compliance Gap Check and Action Plan Section 2: Testing the Unit Against ISO 37301 Expectations and Logging Each Gap

Day 3: Generative AI and Delivery of Transformation Initiatives

- Prompt Patterns for Executive Briefings: Structuring Inputs for Summaries, Analysis and Decision Drafts
- AI Acceptable-Use Policy for Teams: Permitted Tasks, Restricted Data Classes and Reviewer Duties
- KPI Tree Design: Connecting Unit Outputs and Outcomes to Each Strategic Target
- Delivery Dashboards and Benefits Tracking: Separating Activity Measures From Realised Benefits
- AI Use-Case Draft and Action Plan Section 3: Pairing One Generative AI Use Case With Its Supporting KPI Tree

Day 4: Risk, Ethics and Control Failures

- AI Risk Tiering and Human-in-the-Loop Rules: Setting Review Levels According to Decision Impact
- Conflict of Interest Analysis: Declaration, Recusal and Reasoning Through Ethical Dilemmas
- Breach Escalation and Slippage Indicators: Triage Routes and Early Warnings Before Targets Are Missed
- Change Resistance: Recognising Pushback Patterns and Choosing Culture-Shift Levers
- Risk and Control Register and Action Plan Section 4: Recording Risks, Controls, Owners and Test Dates

Day 5: Action Plan Integration: Assembling, Defending and Committing to the Unit Plan

- Plan Integration: Merging Sections 1 to 4 Into One Unit Transformation and Compliance Action Plan
- Ownership and Milestones: Assigning Accountable Owners, Delivery Dates and Control Checkpoints
- Plan Presentation: Defending Priorities, AI Uses and Control Choices Before a Simulated Sponsor Panel
- Structured Peer Review: Challenging Assumptions, Gaps and Feasibility in Colleagues' Plans
- 90-Day Commitments: Fixing First-Quarter Actions and the Sponsor Follow-Up Rhythm

Skills You Will Gain:

- Strategic Target Cascading
- Generative AI Prompting
- AI Governance Control Design
- Compliance Gap Analysis
- Anti-Bribery Due Diligence
- KPI Tree Construction
- Benefits Realisation Tracking
- Ethical Decision Reasoning

Why Attend This Course:

- From strategic targets that feel remote to a unit plan where every priority traces back to a target through a KPI tree
- From informal, unchecked generative AI use to an acceptable-use policy with risk tiers, human review points and logged decisions
- From compliance seen as another department's job to anti-bribery, data protection and AI controls built into everyday unit decisions
- From scattered workshop notes to one action plan, assembled section by section, with owners, milestones and 90-day commitments

Conclusion:

Compliance, AI governance and strategic target delivery work best as a single discipline: the unit pursues measurable targets while its AI use, data handling and anti-bribery controls stay within agreed limits. Over one week, delegates move from mapping targets to setting governance foundations, applying generative AI to delivery, testing risk and ethics scenarios, and finally integrating everything into one plan they can defend. The course suits unit heads, sponsors and governance, compliance, ethics and strategy office leads who need a practical, case-based method for steering change at unit level and returning to work with a plan ready for sponsor sign-off.

Frequently Asked Questions FAQ:

What should delegates bring to a course on compliance, AI governance and strategic target delivery?

Delegates should bring their unit's current objectives and KPIs, together with any compliance policies or AI-use guidance already in place. These materials are used in the daily exercises, so each section of the action plan reflects the delegate's own unit rather than a generic example. No technical AI background is required.

How does this course differ from board-level AI oversight or strategy office courses?

Board-level AI oversight courses focus on directors' supervisory duties, and strategy office courses focus on portfolio design and performance frameworks. This course works at unit level: it covers how teams actually use generative AI, how compliance and anti-bribery controls apply to daily decisions, and how targets are delivered and tracked by the people accountable for them.

Why does strategic target delivery need compliance and AI governance controls alongside it?

Pressure to hit targets often brings faster supplier onboarding and quicker adoption of generative AI, and both raise bribery, data and decision-quality risks. Risk tiers, due diligence and clear escalation routes let a unit move quickly without losing its gains to breaches, rework or reputational harm.

What happens after the course is completed?

Delegates present their action plan to their executive sponsor and to the compliance function for agreement. At the end of the first quarter, they review KPI movement, progress in closing compliance gaps and the completeness of AI decision logs, and adjust the 90-day commitments where results fall short.