



**ICGN**

International Corporate Governance Network

## ICGN IN-COMPANY TRAINING



*ICGN already had a course largely fit for our needs, but the 'in-company' version allowed for considerably more time for discussions, which was important for our needs.*

*As a result of the in-house training, we advanced in our understanding of how asset managers integrate corporate sustainability information into their investment-making process.*

OECD



### Introduction

Education and training are at the heart of ICGN's purpose, encouraging best practice and informing members and non-members about key developments in corporate governance, investor stewardship and sustainability. Our unique library of tools, advice and resources complements a [trainer](#) cadre of experienced investment professionals who are chosen to match the nature of your organisation's business and its culture.

### Why ICGN?

- Led by investors with over \$77 trillion assets under management.
- Standard setters
- Global reach
- Governance, Stewardship and Sustainability Courses accredited by Bryant University

### What do we offer?

There are two main options for providing in-company training:

- 1) **Commissioned In-Company Training**, which enables you to tailor ICGN's existing public course content to best fit your needs, or commission training on a range of other topics, which can be delivered on site or virtually.
- 2) **In-Company Delivery of Public Course content**, on any or all of: Corporate Governance, Investor Stewardship, Sustainability. This content is accredited by Bryant University and can be delivered on site or virtually.



## 1) Commissioned In-Company Training

The commissioned in-company training option allows you to request additions/adjustments to our public course content to suit your own governance, stewardship, and sustainability objectives and can ensure time is allocated to accommodate current debates, thinking and practices applicable to your organisation. The training can be delivered virtually or on site.

We can offer training in other subject areas that include.

- Education on the ICGN Global Stewardship Principles
- Helping organisations understand what good disclosure looks like
- The 'S' in ESG
- Right to call special meetings
- Written consent
- Separation of Board Chair/CEO
- Proxy Access

### Who is it for?

- Investment professionals
- Governance and Stewardship professionals
- ESG specialists
- Company managers
- Investor relations officers
- Corporate directors

### How might you use it?

- Introductions to Governance, Stewardship and Sustainability
- On-boarding and induction
- Providing updates on contemporary issues and debates to experienced staff.
- Contributes to CPD of team members.

## Features & Benefits

- Content, duration, and timing can be adapted to suit your organisation's situation and objectives.
- You will play a key role in shaping the programme.
- Trainer(s) can be matched to your organisation's business and culture.
- Training an entire team leads to debate about how the learning should be applied to influence policy and practice.
- A common vocabulary is created and understood across the delegates.
- In-person, online or hybrid options for delivery,

## Process





## Recent In-Company Training Programmes

**Corporate Governance in Emerging Markets**  
(Global Asset Management Company)

**How asset managers integrate corporate sustainability information into their investment-making process. (OECD)**

**Training for investment professionals on ESG teams, who want to learn more about shareholder rights to inform internal policy change. (Financial Services Group)**

### Fee structure

Fees for commissioned in-company training will be based on the number of delegates, course duration and the degree of customization and variance from our existing course content and will be quoted on a case-by-case basis.

### Payment Terms

Full payment of fees to be made a minimum of 14 working days prior to delivery of the training or on receipt of invoice, whichever is sooner.

## 2) In-Company Training (ICGN Public Course Content)

ICGN offers three public courses, accredited by Bryant University, on the principles of corporate governance, stewardship and sustainability. This training can be delivered virtually or on site, for your chosen delegates.

### Corporate Governance

#### Content

- The Role of the Board and Directors
- Board Structure
- Diversity and Effectiveness
- Risk
- Oversight of Sustainability
- Reporting and Audit
- Remuneration
- Assessing Performance
- Investor Rights
- Case Studies

#### Learning Objectives

As a result of this course learners will be able to:



- Articulate governance best practices in various markets in the context of best practice principles
- Evaluate the strengths and weaknesses of different pay structures at companies, depending on local context.
- Describe the reporting frameworks for companies and articulate the effectiveness of safeguards for investor protection.
- Analyse auditor reports and assess the messages they communicate.
- Explain the mechanics of investor rights, including voting, in different markets.
- Analyse the governance qualities and weaknesses of companies from a range of geographies and ownership structures.
- Deploy the fundamental building block governance principles to clearly express arguments for needed change at companies.

**Duration** 7.5 hours

## Investor Stewardship

### Content

- What is stewardship and what is its purpose?
- Effective Stewardship in Practise
- Monitoring and Engagement
- Voting and Reporting
- ESG and Investment Decision Making
- Case Studies

### Learning Objectives

- Articulate the purpose of stewardship and connect it to fiduciary duty, sustainability and day to day decision making.
- Employ stewardship best practices principles in the design and implementation of a stewardship programme (both for investors and companies).
- Differentiate between differing approaches to ESG investing and analyse the use of ESG data and ratings.
- Develop and implement stewardship programmes that involve a coordinated approach to monitoring, voting and engagement.
- Evaluate the strengths, weaknesses, evidence, and ongoing challenges regarding healthy and meaningful stewardship activity.

**Duration** 7.5 hours

## Sustainability

### Content

- Origins of environmentalism
- Key moments in history
- Enter Capital Markets
- Current State



- Data, Standards, Materiality, Transition: From ESG to Sustainable Investing
- Climate change, biodiversity loss, wealth inequality, corruption/ trust/ rule of law
- Sustainable Development Goals
- Circular Economy
- Rights for Nature and Ecocide

**Learning Objectives**

- Decision-useful insights into sustainability and its evolving relationship to investment
- High profile examples of business and sustainability failures and successes
- The current state of sustainable investing, the leading concepts, debates, and strategies
- The main contours of the most significant challenges and the main strategies for overcoming
- Knowledge to brief investment teams, top executives and boards and begin to write sustainability into investment mandates, stewardship strategies and governance processes.
- Insights: Patterns in the observations we make that help us explain behaviour, predict trends, and then derive strategies for action.

**Duration**      7.5 hours

**Fee Structure – Public Course Content****Virtual Training**

For in-company training delivered with 10 or more delegates, there will be a discount of up to 20% per delegate on our public course fees (ICGN members £489 per delegate. Non-members £789 per delegate)

For less than 10 delegates for in-company training delivered virtually, our public course fees (above) will apply.

**On Site Training**

For in-company training delivered at your offices, fees will be based on the number of delegates, course duration, the degree of customization and variance from our existing course content, trainer travel/other expenses, and will be quoted on a case-by-case basis.

**Payment Terms**

Full payment of fees to be made a minimum of 14 working days prior to delivery of the training or on receipt of invoice, whichever is sooner.

To find out more about our in-company training please visit <https://www.icgn.org/incompany> or email [bradley.rood@icgn.org](mailto:bradley.rood@icgn.org)