



People Governance is NOT HR!

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Romella Janene El Kharzazi
People Governance Expert, IGF-USA Wrangler
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People Governance is NOT HR!

#PeopleGovernance does NOT equal **#HR**. It is interdisciplinary and HR is only one aspect. **#Compliance #Privacy #Organizational #Behavior & #Culture, #Security #Access #Cyber** and **#RiskManagement**. People Governance is a leg of the stool, with **#Financial** Governance and **#IT** Governance being the other two legs of the **#corporate** governance stool.

Need an example? Role-based access to systems is typically managed by IT; in a people governance framework, it is managed outside of IT and takes other information besides the employee's job title into consideration before making a determination if an employee may have system access. What types of information? Perhaps background investigation results, current projects, risk to the organization if a breach occurs, system stability, laws impacting access to the information in the system. In a People Governance framework, access to IT systems is constantly being assessed.

Another example concerns compliance. One of the primary goals of corporate governance is to ensure that mainline functions are performing well. The People Governance staff would have responsibility for the oversight of the effectiveness of HR operations. This function is concerned with mitigating liability associated with prohibited personnel practices, such as violations of Title VII, ADA, ADEA, etc. **Your HR Director cannot, realistically, be expected to police themselves.**

People Governance is more of a legal function than an HR function. HOWEVER, this is not a position just for lawyers. A People Governance Officer should have broad experience and knowledge in areas such as: Compliance, Planning, HR, Organizational Research/Behavior/Culture, IT, Risk Management, #Security, and Privacy. People Governance is the nexus of people, programs, and systems.

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