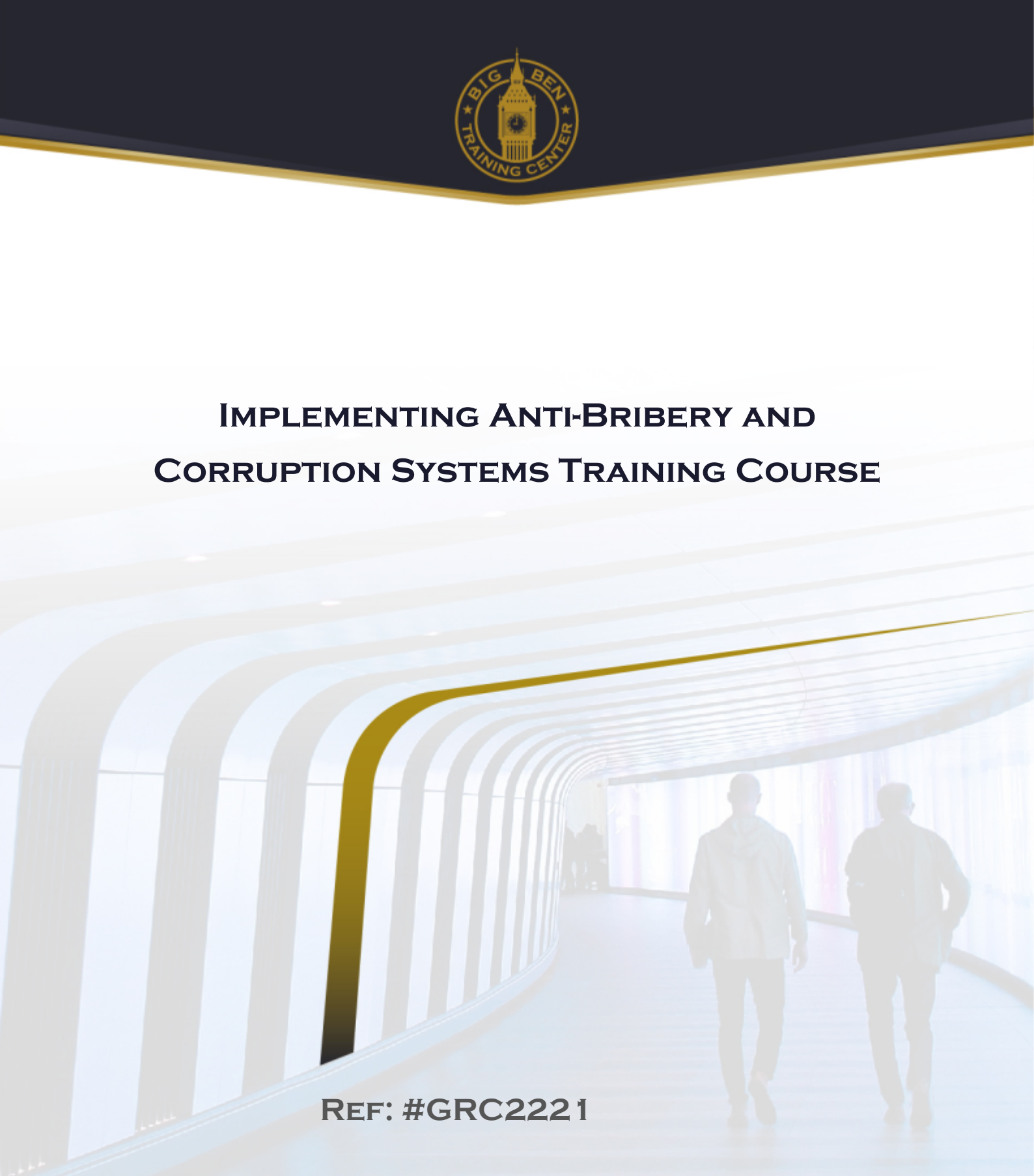
Implementing Anti-Bribery and Corruption Systems Training Course



Ref: #GRC2221

Course Introduction / Overview:

This intensive training course provides a comprehensive framework for designing, implementing, and managing effective Anti-Bribery Management Systems (ABMS). In an era of heightened regulatory scrutiny and global interconnectedness, organizations face significant legal, financial, and reputational risks from bribery and corruption. This program moves beyond theoretical knowledge to deliver practical, actionable strategies for building a resilient compliance infrastructure. Drawing on principles from international standards like ISO 37001 and insights from leading academics such as Susan Rose-Ackerman, author of "Corruption and Government: Causes, Consequences, and Reform", participants will learn to navigate complex legal landscapes, including the FCPA and the UK Bribery Act. The curriculum is designed to empower professionals to conduct thorough risk assessments, implement robust internal controls, and foster a culture of integrity from the top down. At BIG BEN Training Center, we believe that a proactive and well-integrated anti-corruption program is not just a legal necessity but a cornerstone of sustainable corporate governance and a significant competitive advantage. This course equips you with the tools and expertise to protect your organization and champion ethical business practices on a global scale.

Target Audience / This training course is suitable for:

- Compliance Officers and Managers.
- Internal and External Auditors.
- Legal Counsel and In-house Lawyers.
- Risk Management Professionals.
- Ethics and Corporate Governance Executives.
- Procurement and Supply Chain Managers.
- Human Resources Managers.
- Senior Management and Board Members.
- Finance and Accounting Professionals.
- Government Officials and Public Sector Managers.

Target Sectors and Industries:

- Banking, Financial Services, and Insurance.
- Oil, Gas, and Energy.
- Construction and Real Estate.
- Pharmaceuticals and Healthcare.
- Manufacturing and Engineering.
- Telecommunications and Technology.
- Aerospace and Defense.
- Governmental agencies and public sector bodies.
- Non-profit and international development organizations.
- Retail and Consumer Goods.

Target Organizations Departments:

- Legal and Compliance Department.
- Internal Audit Department.
- Risk Management Department.
- Procurement and Contracts Department.
- Finance and Accounting Department.
- Human Resources Department.
- Sales and Business Development Department.
- Operations Management.
- Executive Leadership and Board of Directors.
- Corporate Governance and Secretariat.

Course Offerings:

By the end of this course, the participants will have able to:

- Develop and implement an Anti-Bribery Management System (ABMS) aligned with ISO 37001.
- Conduct comprehensive bribery and corruption risk assessments across the organization.
- Design and enforce effective anti-bribery policies and procedures.
- Master due diligence processes for third-party agents, suppliers, and partners.
- Implement robust financial and non-financial controls to prevent corruption.
- Establish and manage effective whistleblowing channels and protection mechanisms.
- Lead internal investigations into allegations of bribery and misconduct.
- Navigate the complexities of international anti-corruption laws like the FCPA and UK Bribery Act.
- Promote and sustain an organizational culture of ethics and integrity.
- Prepare for and manage regulatory audits and inquiries effectively.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be immersive, interactive, and highly practical, ensuring that participants can immediately apply their learning in their professional roles. We move beyond traditional lecture-based formats to create a dynamic learning environment. The course heavily relies on the analysis of real-world case studies, examining both major corporate corruption scandals and successful compliance implementations to draw actionable lessons. Participants will engage in collaborative group workshops to draft anti-bribery policies, conduct simulated risk assessments, and develop due diligence checklists. Interactive sessions, facilitated discussions, and role-playing scenarios, such as handling a whistleblower report or conducting an internal interview, will build practical skills and confidence. Our expert instructors provide continuous, constructive feedback throughout the program, fostering a supportive atmosphere for learning and professional growth. This hands-on approach ensures a deep understanding of not just the 'what' but the 'how' of building and maintaining a world-class anti-bribery and corruption program, transforming theoretical knowledge into tangible organizational value.

Course Agenda (Course Units):

Unit One: Foundations of Anti-Bribery and Corruption

- Defining bribery, corruption, and related financial crimes.
- The global legal and regulatory landscape.
- Understanding the U.S. Foreign Corrupt Practices Act (FCPA).
- Dissecting the UK Bribery Act and its global reach.
- The business case for anti-corruption compliance.
- Examining the role of corporate governance and ethical leadership.
- Introduction to international standards and frameworks like ISO 37001.

Unit Two: Designing an Anti-Bribery Management System (ABMS)

- Understanding the ISO 37001 framework and structure.
- Securing top management commitment and defining leadership roles.
- Developing a comprehensive anti-bribery policy.
- Conducting a systematic and organization-wide bribery risk assessment.
- Setting clear anti-bribery objectives and planning to achieve them.
- Allocating resources and defining competence for the ABMS.
- Establishing communication and awareness training programs.

Unit Three: Implementing Operational Controls and Due Diligence

- Implementing robust third-party due diligence procedures.
- Managing risks associated with agents, consultants, and intermediaries.
- Developing and enforcing policies on gifts, hospitality, and entertainment.
- Strengthening procurement and supply chain controls.
- Implementing financial controls to prevent illicit payments.
- Managing conflicts of interest effectively.
- Controls for state-owned enterprises and high-risk transactions.

Unit Four: Monitoring, Investigation, and Whistleblowing

- Techniques for monitoring and measuring ABMS performance.
- The role and function of the internal audit in anti-bribery compliance.
- Establishing secure and accessible whistleblowing (speak-up) channels.
- Protecting whistleblowers from retaliation.
- Principles of conducting effective internal investigations.
- Evidence gathering, interviewing techniques, and documentation.
- Reporting investigation findings to management and the board.

Unit Five: Continuous Improvement and Crisis Management

- The process of management review for the ABMS.
- Identifying nonconformities and implementing corrective actions.
- Strategies for continuous improvement of the compliance program.
- Preparing for and responding to regulatory inquiries and dawn raids.
- Managing the reputational and financial fallout from a corruption crisis.
- Communicating with stakeholders during and after an incident.
- Future trends in anti-corruption enforcement and compliance technology.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

Beyond legal compliance, how can an organization's anti-corruption culture become a genuine competitive advantage in the global marketplace?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by focusing intensely on the practical implementation and cultural integration of anti-bribery systems, rather than merely reciting legal statutes and standards. While many programs cover the theoretical aspects of ISO 37001 or the FCPA, our curriculum is built around a "from-the-ground-up" approach, guiding participants through the entire lifecycle of a compliance program, from initial risk assessment to crisis management. We utilize a rich portfolio of contemporary and complex case studies that challenge participants to navigate the grey areas of corporate ethics and make difficult decisions under pressure. The emphasis is not just on creating policies, but on making them effective, understood, and embedded within the organization's DNA. This training moves beyond checklists to explore the human element of compliance, focusing on how to build a sustainable culture of integrity and a "speak-up" environment. It provides a strategic perspective, teaching participants how to articulate the business case for robust anti-corruption measures to senior leadership, transforming a compliance function from a cost center into a value-protecting and value-creating asset for the organization.