Advanced Public Sector Governance and Ethics Training Course



20 - 24 Dec 2026

Manama

4400 € (Per Person)

Ref: #GOV6264_226323

Course Introduction / Overview:

This comprehensive training course provides an in-depth exploration of the principles and practices of advanced corporate governance and ethics specifically tailored for the public sector. In an era of increasing demand for transparency and accountability, robust governance is no longer a choice but a necessity for public institutions to maintain public trust and deliver services effectively. This program moves beyond theoretical concepts to offer practical, actionable strategies for navigating the unique challenges faced by government bodies and state-owned enterprises. Drawing on insights from leading thinkers like Robert Klitgaard, who famously defined the corruption equation, and seminal works such as "Controlling Corruption", participants will learn to design and implement frameworks that promote integrity and mitigate risks. BIG BEN Training Center has developed this course to equip leaders and managers with the tools to foster an ethical culture, enhance decision-making processes, and ensure compliance with complex regulatory landscapes. Participants will leave with a sophisticated understanding of how to balance efficiency with ethical obligations, ultimately strengthening the performance and reputation of their organizations and serving the public interest with distinction.

Target Audience / This training course is suitable for:

- Public Sector Executives and Senior Managers.
- Government Officials and Civil Servants.
- Board Members of State-Owned Enterprises and Public Authorities.
- Policy Advisors and Analysts.
- Compliance Officers and Risk Managers.
- Internal and External Auditors working with public entities.
- Legal Counsel for Government Agencies.
- Heads of Public Sector Departments.
- Municipal and Local Government Leaders.

Target Sectors and Industries:

- Government Ministries and Federal Agencies.
- State-Owned Enterprises (SOEs).
- Municipalities and Local Government Bodies.
- Public Healthcare Organizations and Hospitals.
- Public Education Institutions including Universities and Schools.
- Regulatory Authorities and Commissions.
- Public Utilities and Infrastructure Agencies.
- Non-Profit Organizations receiving public funding.
- International Governmental Organizations (IGOs).

Target Organizations Departments:

- Board of Directors and Executive Management.
- Legal and Compliance Departments.
- Internal Audit and Control.
- Finance and Treasury Departments.
- Strategic Planning and Policy Development.
- Human Resources and Organizational Development.
- Procurement and Contract Management.
- Public Relations and Communications.
- Risk Management Departments.

Course Offerings:

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

- Develop and implement robust corporate governance frameworks tailored for public sector entities.
- Analyze and navigate complex ethical dilemmas using structured decision-making models.
- Identify, assess, and mitigate governance, compliance, and operational risks.
- Design effective anti-corruption and anti-fraud policies and procedures.
- Enhance transparency and accountability mechanisms within their organizations.
- Master the principles of public financial management and oversight.
- Effectively engage with diverse stakeholders, including citizens, media, and oversight bodies.
- Lead organizational change to foster a culture of integrity and ethical behavior.
- Evaluate the performance of public sector boards and improve their effectiveness.
- Apply international best practices in public sector governance.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, experiential, and directly applicable to the participant's professional context. This course rejects a purely lecture-based format in favor of a dynamic learning environment that fosters critical thinking and practical skill development. A significant portion of the program is dedicated to the analysis of real-world case studies, examining both successes and failures in public sector governance from around the globe. This allows participants to deconstruct complex scenarios and understand the practical implications of theoretical principles. Facilitated group discussions, debates, and brainstorming sessions encourage the sharing of diverse perspectives and experiences. Participants will engage in role-playing exercises simulating challenging situations, such as managing a conflict of interest or responding to a whistleblower report. Practical workshops will guide attendees in drafting policy documents, conducting risk assessments, and developing stakeholder engagement plans. Continuous feedback from the instructor and peers is integrated throughout the course to ensure a deep and lasting understanding of the material, empowering participants to implement positive change within their organizations.

Course Agenda (Course Units):

Unit One Foundations of Public Sector Governance

- Defining governance in the public context.
- Key principles of good governance: accountability, transparency, and participation.
- The legal and regulatory framework for public entities.
- Comparing governance models in the public, private, and non-profit sectors.
- The role of the state and the machinery of government.
- Historical evolution of public administration ethics.
- Understanding public service values and ethos.

Unit Two Ethical Leadership and Building an Integrity Culture

- The role of leadership in promoting ethical conduct.
- Developing and implementing effective codes of conduct.
- Managing conflicts of interest and political influence.
- Frameworks for ethical decision-making in public service.
- Strategies for fostering a culture of integrity and trust.
- The psychology of ethical failure in organizations.
- Whistleblower protection policies and their implementation.

Unit Three Risk Management, Compliance, and Internal Controls

- Identifying and assessing governance risks in public organizations.
- Designing and implementing a robust internal control system.
- The role and function of the internal audit department.
- Ensuring compliance with laws, regulations, and policies.
- Fraud prevention and anti-corruption strategies.
- Managing digital and cybersecurity risks in the public domain.
- Developing a comprehensive compliance management framework.

Unit Four Accountability, Transparency, and Stakeholder Relations

- Mechanisms for ensuring public accountability.
- The importance of transparency and public disclosure.
- Open government initiatives and freedom of information.
- Engaging effectively with citizens, civil society, and the media.
- The role of parliamentary and external oversight bodies.
- Performance measurement and reporting in the public sector.
- Managing public trust and organizational reputation.

Unit Five Strategic Governance and Future Trends

- The board's role in strategic planning and policy oversight.
- Improving the effectiveness of public sector boards.
- Integrating Environmental, Social, and Governance (ESG) principles.
- The impact of digital transformation on public governance (e-Governance).
- Navigating governance in public-private partnerships (PPPs).
- Crisis management and strategic communication for public leaders.
- The future of public governance and emerging global challenges.

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:

In an environment of intense political pressure and public scrutiny, how can public sector leaders maintain the integrity of governance frameworks without compromising democratic accountability?

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

This course distinguishes itself by moving beyond generic governance theories to focus exclusively on the nuanced and complex environment of the public sector. Unlike many programs that adapt private sector models, our curriculum is built from the ground up to address the specific challenges of public institutions, such as political influence, stakeholder diversity, and the imperative of public trust. The methodology emphasizes practical application through the rigorous analysis of relevant, contemporary case studies drawn from government agencies, state-owned enterprises, and international public bodies. This allows participants not just to learn, but to critically evaluate and solve real-world governance dilemmas. Furthermore, the course adopts a forward-looking perspective, integrating crucial emerging topics like e-governance, the role of ESG in public policy, and the governance of public-private partnerships. It is designed not merely to inform but to transform, equipping leaders with the sophisticated skills and ethical fortitude required to lead with integrity and enhance the value and impact of public service in a rapidly changing world.