Building a Culture of Corporate Ethics and Integrity Training Course



30 Nov - 04 Dec 2026

Munich

5100 € (Per Person)

Ref: #GRC1683_165995

Course Introduction / Overview:

In today's complex global business environment, corporate ethics and integrity are no longer optional but are the fundamental pillars of sustainable success and long-term value creation. This training course moves beyond a simple compliance checklist, offering a comprehensive framework for embedding ethical principles into the very DNA of an organization. It explores the intricate relationship between ethical leadership, corporate governance, and organizational performance. Drawing on foundational concepts from leading academics like Linda K. Treviño, author of "Managing Business Ethics: Straight Talk about How to Do It Right," this program emphasizes a proactive approach to integrity management. Participants will learn to design, implement, and sustain a robust ethical culture that mitigates risk, enhances reputation, and fosters trust among all stakeholders. BIG BEN Training Center has designed this course to equip leaders and professionals with the practical skills and strategic insights needed to navigate complex ethical dilemmas and champion a culture of unwavering integrity within their teams and across the entire enterprise. This journey is about transforming corporate ethics from a set of rules into a shared organizational value.

Target Audience / This training course is suitable for:

- Chief Executive Officers and Board Members.
- Compliance and Ethics Officers.
- Human Resources Managers and Directors.
- Legal Counsel and In-house Lawyers.
- Internal and External Auditors.
- Risk Management Professionals.
- Department Heads and Senior Managers.
- Corporate Governance Specialists.
- Public Relations and Corporate Communications Leaders.
- Procurement and Supply Chain Managers.

Target Sectors and Industries:

- Banking and Financial Services.
- Healthcare and Pharmaceuticals.
- Energy, Oil, and Gas.
- Technology and Telecommunications.
- Manufacturing and Engineering.
- Construction and Real Estate.
- Retail and Consumer Goods.
- Government Agencies and Public Sector Organizations.
- Consulting and Professional Services.
- Non-Profit and Non-Governmental Organizations.

Target Organizations Departments:

- Executive Management and Leadership.
- Legal and Compliance Departments.
- Human Resources.
- Internal Audit and Control.
- Risk Management.
- Finance and Accounting.
- Procurement and Supply Chain Management.
- Corporate Communications and Investor Relations.
- Operations Management.
- Sales and Marketing.

Course Offerings:

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

- Develop and implement a comprehensive corporate code of conduct and ethics policy.
- Master frameworks for ethical decision-making to resolve complex business dilemmas.
- Design and lead effective ethics and integrity training programs for all employee levels.
- Conduct thorough ethics and compliance risk assessments to identify vulnerabilities.
- Establish and manage confidential reporting channels and whistleblowing protection systems.
- Lead internal investigations into alleged ethical misconduct with fairness and objectivity.
- Integrate ethical considerations into corporate strategy and governance structures.
- Measure and report on the effectiveness of the ethics and compliance program.
- Champion a proactive organizational culture rooted in integrity and transparency.
- Align corporate practices with global standards for anti-corruption and ethical business conduct.

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 a real-world context. We move beyond traditional lectures to create a dynamic learning environment that fosters critical thinking and collaborative problem-solving. The course heavily relies on the analysis of real-world case studies, allowing participants to dissect complex ethical failures and successes from various industries. Interactive group discussions and workshops encourage the sharing of diverse perspectives and experiences, enriching the learning process for all. Role-playing scenarios will challenge participants to navigate difficult ethical dilemmas and practice their communication and decision-making skills in a safe and controlled setting. The program includes the development of practical tools, such as draft policies and risk assessment templates, which can be adapted for use within their own organizations. Continuous feedback from the instructor and peers is a core component, ensuring a deep and lasting understanding of the principles of corporate ethics and integrity management.

Course Agenda (Course Units):

Unit One: Foundations of Corporate Ethics and Integrity

- The Business Case for Ethics and Integrity.
- Distinguishing Between Ethics, Compliance, and Corporate Governance.
- Key Ethical Theories and Their Application in Business.
- The Legal and Regulatory Landscape of Corporate Ethics.
- Understanding the Psychology of Unethical Behavior in Organizations.
- The Role of Leadership in Setting the Ethical Tone.
- Global Perspectives on Business Ethics and Anti-Corruption.

Unit Two: Designing a Robust Ethics and Compliance Framework

- Developing a Meaningful Code of Conduct and Business Principles.
- Key Components of an Effective Ethics and Compliance Program.
- Establishing Clear Policies on Conflicts of Interest and Gifts.
- The Role and Structure of the Ethics and Compliance Function.
- Communicating Ethical Standards Across the Organization.
- Designing and Delivering Impactful Ethics Training Programs.
- Engaging the Board of Directors and Senior Management in Ethical Oversight.

Unit Three: Ethical Decision-Making and Risk Management

- Practical Frameworks for Ethical Decision-Making.
- Identifying and Analyzing Ethical Dilemmas in the Workplace.
- Conducting a Comprehensive Ethics and Compliance Risk Assessment.
- Strategies for Mitigating Bribery and Corruption Risks.
- Ethical Considerations in Supply Chain Management and Third-Party Relations.
- Balancing Profitability with Ethical Responsibilities.
- Case Studies in Ethical Failures and Successes.

Unit Four: Implementing and Monitoring an Integrity-Based Culture

- Building a Culture of Trust and Psychological Safety.
- Establishing and Promoting Whistleblowing and Reporting Channels.
- Best Practices for Conducting Internal Investigations.
- Techniques for Monitoring and Auditing the Ethics Program.
- Developing Key Performance Indicators (KPIs) for Ethical Culture.
- Disciplinary Measures and Consistent Enforcement of Policies.
- Leveraging Technology in Ethics and Compliance Management.

Unit Five: Advanced Topics in Corporate Responsibility and Governance

- Integrating Corporate Social Responsibility (CSR) and ESG Principles.
- The Link Between Ethical Culture and Sustainable Business Practices.
- Navigating Ethical Challenges in the Digital Age (Data Privacy and AI).
- Managing Reputational Risk and Crisis Communication.
- The Future of Corporate Ethics and Integrity.
- Creating a Personal Action Plan for Ethical Leadership.
- Final Project: Developing an Ethics Program Improvement Proposal.

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 regulatory compliance, how can an organization quantitatively measure the ROI of a deeply embedded ethical culture, and what are the leading indicators of its success or failure?

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

This course distinguishes itself by adopting a holistic and behavioral approach to corporate ethics, moving far beyond the traditional, legalistic focus on compliance. While many programs concentrate on rules and regulations, this training course emphasizes the more challenging yet crucial task of building a sustainable culture of integrity. We delve into the psychology of ethical decision-making and explore how organizational systems, leadership behaviors, and peer influences shape employee conduct. The curriculum is built around practical application, providing participants not just with theoretical knowledge but with actionable frameworks, communication strategies, and risk assessment tools they can implement immediately. Unlike courses that offer a one-size-fits-all solution, we focus on empowering participants to tailor best practices to their unique organizational context. The emphasis on real-world case studies, interactive dilemma-solving workshops, and peer-to-peer learning creates a rich, dynamic environment that fosters deep understanding and prepares leaders to champion proactive ethical governance rather than simply reacting to compliance failures.