

GOVERNANCE & COMPLIANCE | COURSE BROCHURE

Ethics and Integrity Programmes

5 days | Classroom training | English

SMART HORIZON

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Explore current programmes

https://smart-horizon.eu



Course content

Why attend

An ethics and integrity programme helps people make the right choices when rules are unclear. This course covers designing integrity programmes: values and codes, ethical decision-making frameworks, leadership role modelling, training and dilemmas, speak-up channels, incentives, measuring ethical culture and responding to misconduct.

Compliance rules cannot cover every situation; ethical judgement fills the gap. You will learn to build a culture where integrity is the norm.

Professional Problems This Course Is Designed to Solve

• Difficulty translating subject knowledge into practical workplace decisions.
• Inconsistent approaches to the activities covered in the course outline.
• Lack of a structured plan for applying and reviewing new skills.

Course methodology

Ethical dilemma discussions, programme design workshops, culture survey analysis and case studies.

Course objectives

By the end of this course, participants will be able to:
• Explain the elements of an integrity programme
• Develop values and codes of ethics
• Teach ethical decision-making frameworks
• Engage leaders as ethical role models
• Measure ethical culture
• Respond consistently to misconduct

Target audience

This course is suitable for:
• Ethics and compliance officers
• HR and culture leaders
• Senior managers
• Internal auditors
• Governance professionals



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Target competencies

Participants will develop competencies in:

- Programme design
- Ethical reasoning
- Culture measurement
- Leadership engagement
- Misconduct response

Course outline

Day 1: Ethics at Work

09:00–10:08	Ethics versus compliance
10:08–11:00	Why good people do wrong
11:00–11:30	**Coffee break**
11:30–11:45	Why good people do wrong (continued)
11:45–12:53	Dilemmas
12:53–14:00	Exercise

Day 2: Values and Codes

09:00–10:08	Defining values
10:08–11:00	Codes of ethics
11:00–11:30	**Coffee break**
11:30–11:45	Codes of ethics (continued)
11:45–12:53	Communication
12:53–14:00	Workshop

Day 3: Decision Making

09:00–10:08	Decision frameworks
10:08–11:00	Grey areas
11:00–11:30	**Coffee break**



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11:30–11:45	Grey areas (continued)
11:45–12:53	Dilemma training
12:53–14:00	Exercise

Day 4: Culture

09:00–10:08	Leadership role
10:08–11:00	Incentives
11:00–11:30	**Coffee break**
11:30–11:45	Incentives (continued)
11:45–12:53	Measuring culture
12:53–14:00	Case study

Day 5: Response

09:00–10:08	Speak-up
10:08–11:00	Consistent discipline
11:00–11:30	**Coffee break**
11:30–11:45	Consistent discipline (continued)
11:45–12:53	Learning
12:53–14:00	Action plan

The timings provided are estimates and may vary depending on the number of participants and the discussions taking place during the sessions. They are indicative only and do not constitute a binding commitment.



Course content

Dates, venues and fees

Current published course plans. Fees are per participant in EUR, excluding unconfirmed taxes.

Venue	Start date	End date	Fee (EUR)
Rome Confirmed dates	16 Nov 2026	20 Nov 2026	**€2,450.–**
Online Confirmed dates	16 Nov 2026	20 Nov 2026	**€1,250.–**
Dubai Confirmed dates	7 Dec 2026	11 Dec 2026	**€3,150.–**
Online Confirmed dates	7 Dec 2026	11 Dec 2026	**€1,250.–**
Istanbul Confirmed dates	11 Jan 2027	15 Jan 2027	**€2,650.–**
Online Confirmed dates	11 Jan 2027	15 Jan 2027	**€1,250.–**
Cape Town Confirmed dates	25 Jan 2027	29 Jan 2027	**€1,890.–**
Online Confirmed dates	25 Jan 2027	29 Jan 2027	**€1,250.–**
London Confirmed dates	15 Feb 2027	19 Feb 2027	**€2,450.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	15 Feb 2027	19 Feb 2027	**€1,250.–**
Dubai Confirmed dates	8 Mar 2027	12 Mar 2027	**€3,150.–**
Online Confirmed dates	8 Mar 2027	12 Mar 2027	**€1,250.–**
Rome Confirmed dates	29 Mar 2027	2 Apr 2027	**€2,450.–**
Online Confirmed dates	29 Mar 2027	2 Apr 2027	**€1,250.–**
London Confirmed dates	19 Apr 2027	23 Apr 2027	**€2,450.–**
Online Confirmed dates	19 Apr 2027	23 Apr 2027	**€1,250.–**
Frankfurt Confirmed dates	3 May 2027	7 May 2027	**€2,650.–**
Online Confirmed dates	3 May 2027	7 May 2027	**€1,250.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Cape Town Confirmed dates	24 May 2027	28 May 2027	**€1,890.-**
Online Confirmed dates	24 May 2027	28 May 2027	**€1,250.-**
Vienna Confirmed dates	14 Jun 2027	18 Jun 2027	**€2,940.-**
Online Confirmed dates	14 Jun 2027	18 Jun 2027	**€1,250.-**
Amsterdam Confirmed dates	5 Jul 2027	9 Jul 2027	**€2,540.-**
Online Confirmed dates	5 Jul 2027	9 Jul 2027	**€1,250.-**
Vienna Confirmed dates	26 Jul 2027	30 Jul 2027	**€2,940.-**
Online Confirmed dates	26 Jul 2027	30 Jul 2027	**€1,250.-**
Kuala Lumpur Confirmed dates	9 Aug 2027	13 Aug 2027	**€1,450.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	9 Aug 2027	13 Aug 2027	**€1,250.-**
Dubai Confirmed dates	30 Aug 2027	3 Sept 2027	**€3,150.-**
Online Confirmed dates	30 Aug 2027	3 Sept 2027	**€1,250.-**
Cape Town Confirmed dates	20 Sept 2027	24 Sept 2027	**€1,890.-**
Online Confirmed dates	20 Sept 2027	24 Sept 2027	**€1,250.-**
Paris Confirmed dates	11 Oct 2027	15 Oct 2027	**€2,860.-**
Online Confirmed dates	11 Oct 2027	15 Oct 2027	**€1,250.-**
Barcelona Confirmed dates	1 Nov 2027	5 Nov 2027	**€2,840.-**
Online Confirmed dates	1 Nov 2027	5 Nov 2027	**€1,250.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Rome Confirmed dates	15 Nov 2027	19 Nov 2027	**€2,450.-**
Online Confirmed dates	15 Nov 2027	19 Nov 2027	**€1,250.-**
Barcelona Confirmed dates	6 Dec 2027	10 Dec 2027	**€2,840.-**
Online Confirmed dates	6 Dec 2027	10 Dec 2027	**€1,250.-**

Plan your next step

Dates, availability, exact venue, taxes, inclusions and payment terms require written confirmation. This brochure is not a quotation, registration, booking confirmation or visa invitation. Participants receive a Smart Horizon certificate of attendance; programmes are not externally accredited and do not award a professional qualification or designation. Confirm arrangements before booking travel.

For group or in-house training, contact our learning team to discuss your objectives and delivery arrangements.

Contact Smart Horizon

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View the latest course details online