ANTI-CORRUPTION, INTEGRITY & ETHICAL GOVERNANCE TRAINING COURSE

Introduction

This course introduces participants to the principles, systems and practical approaches required to strengthen institutional integrity, prevent corruption and promote ethical governance. Corruption and weak integrity systems can undermine public trust, distort decision-making, compromise organizational performance and divert resources away from intended development and service-delivery objectives. Effective integrity management therefore requires a comprehensive approach that goes beyond policies and compliance measures to address organizational culture, leadership, controls, transparency and accountability. The programme provides a comprehensive framework for identifying corruption vulnerabilities, assessing integrity risks, strengthening preventive controls, promoting ethical leadership and establishing effective mechanisms for reporting, detection and response. Participants will examine how conflicts of interest, abuse of authority, fraud, misconduct and weaknesses in institutional controls can create opportunities for corruption and undermine organisational credibility. Particular attention is given to corruption-risk assessment, integrity frameworks, ethical decision-making, conflict-of-interest management, whistleblowing and reporting systems, investigation processes, transparency, accountability and institutional controls. Participants will also explore how organisations can create cultures of integrity in which ethical conduct is embedded in leadership, policies, processes and everyday decision-making. Through practical case studies, integrity-risk assessments, ethical dilemma exercises and institutional scenarios, participants will develop the ability to identify corruption and integrity vulnerabilities, strengthen preventive and detective mechanisms, promote ethical leadership, establish effective reporting systems and develop practical strategies for building resilient, transparent and accountable institutions.

Course Objectives

- Understand corruption and integrity risks.
- Identify institutional corruption vulnerabilities.
- Strengthen integrity systems.
- Manage conflicts of interest.
- Improve transparency and accountability.
- Strengthen whistleblowing mechanisms.
- Promote ethical leadership.
- Develop anti-corruption strategies

Course Modules

> Module 1: Understanding Corruption
- Concepts of corruption
- Forms of corruption
- Causes and drivers
- Institutional consequences

> Module 2: Corruption Risk Assessment
- Risk identification
- Institutional vulnerabilities
- Risk assessment
- Risk prioritization

> Module 3: Integrity Systems
- Integrity frameworks
- Codes of conduct
- Ethics policies
- Integrity institutions

> Module 4: Ethical Leadership
- Ethical leadership
- Ethical decision-making
- Integrity culture
- Leadership accountability

> Module 5: Conflict of Interest
- Conflict-of-interest principles

- Disclosure requirements
- Management of conflicts
- Enforcement mechanisms

> Module 6: Transparency and Accountability
- Transparency systems
- Disclosure
- Accountability mechanisms
- Oversight

> Module 7: Whistleblowing and Reporting
- Whistleblower principles
- Reporting channels
- Protection mechanisms
- Investigation procedures

> Module 8: Detection and Investigation
- Red flags
- Internal investigations
- Evidence management
- Corrective measures

> Module 9: Anti-Corruption Controls
- Preventive controls
- Monitoring systems
- Third-party risks
- Control effectiveness

> Module 10: Institutional Integrity Strategy
- Integrity assessment
- Strategic priorities
- Implementation framework
- Anti-corruption action plan