# EXECUTIVE PROGRAMME IN ESG GOVERNANCE, ETHICS AND RESPONSIBLE LEADERSHIP

## Introduction

The Executive Programme in ESG Governance, Ethics and Responsible Leadership is designed to equip board members, senior executives, policymakers, regulators, and organizational leaders with the knowledge, competencies, and practical tools required to strengthen governance systems, foster ethical organizational cultures, and provide effective oversight of ESG performance. The programme explores how strong governance structures, ethical decision-making, responsible leadership, stakeholder engagement, and robust accountability mechanisms contribute to organizational resilience, investor confidence, sustainable value creation, and long-term competitiveness. Participants will examine international governance standards, board responsibilities, ESG oversight frameworks, regulatory compliance, corporate ethics, anti-corruption strategies, and stakeholder engagement approaches while learning how to integrate ESG principles into strategic decision-making and organizational performance. The programme is aligned with globally recognized governance and sustainability frameworks, including the OECD Principles of Corporate Governance, ISO Governance Standards, the United Nations Global Compact, the Global Reporting Initiative (GRI), IFRS Sustainability Disclosure Standards (ISSB), the King IV Report on Corporate Governance, and the United Nations Sustainable Development Goals (SDGs).

## Course Objectives

- Strengthen board oversight of ESG and sustainability initiatives.
- Integrate ethical leadership into strategic decision-making.
- Develop effective corporate governance frameworks.
- Promote responsible business conduct and organizational accountability.
- Enhance stakeholder engagement and trust.

- Strengthen governance, risk, and compliance systems.
- Improve ESG oversight and board reporting.
- Foster ethical organizational cultures.
- Align governance practices with international standards.
- Lead organizations with integrity, transparency, and responsibility.

## Course Modules

### > Module 1: Foundations of ESG Governance and Responsible Leadership
- Principles of ESG governance
- Evolution of corporate governance
- Responsible leadership concepts
- Global governance trends and drivers

### > Module 2: Board Governance and Strategic ESG Oversight
- Roles and responsibilities of boards
- Board committees and ESG oversight
- Governance structures and effectiveness
- Strategic decision-making and accountability

### > Module 3: Ethical Leadership and Organizational Integrity
- Ethical leadership principles
- Organizational values and culture
- Ethical decision-making frameworks
- Building integrity-driven organizations

### > Module 4: Corporate Governance, Risk and Compliance
- Governance, Risk and Compliance (GRC) integration
- Regulatory compliance and legal obligations
- Internal controls and assurance
- Anti-corruption and fraud prevention

### > Module 5: Responsible Business Conduct and Corporate Accountability
- Corporate social responsibility and ESG
- Human rights and responsible business practices
- Responsible supply chain governance
- Organizational accountability mechanisms

**> Module 6: Stakeholder Engagement and Corporate Reputation**
- Stakeholder identification and mapping
- Stakeholder communication strategies
- Managing organizational reputation
- Building trust and social license to operate

**> Module 7: ESG Performance Oversight and Sustainability Reporting**
- ESG governance indicators and KPIs
- Board oversight of sustainability performance
- ESG reporting frameworks and disclosures
- Monitoring governance effectiveness

**> Module 8: Governance Innovation and Digital Transformation**
- Digital governance and emerging technologies
- Cyber governance and digital ethics
- Artificial Intelligence governance considerations
- Innovation for governance excellence

**> Module 9: Leading Organizational Culture and Responsible Transformation**
- Building ethical organizational culture
- Leading governance transformation
- Change management and leadership accountability
- Embedding ESG across the organization

**> Module 10: Developing an ESG Governance Roadmap**
- Governance maturity assessment
- Designing an ESG governance framework
- Executive governance action planning
- Continuous improvement and board evaluation



P.O Box 7254- 01000
www.trustgatecorporateskills.co.ke
Location Thika & Nairobi