Ethics and Whistleblower Program Design Training course

Professional Development Training Course Outline

Category	Risk Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

The contemporary corporate landscape demands not just compliance, but an embedded culture of integrity and ethical leadership. Today's stakeholders from regulators to investors expect proactive governance and transparent mechanisms to address wrongdoing. The design of a robust Ethics and Whistleblower Program is no longer a check-box exercise but a strategic imperative for reputational resilience and sustainable growth. Ethics and Whistleblower Program Design Training course provides senior compliance professionals and HR leaders with the essential, actionable blueprint to move beyond reactive policy deployment toward fostering an "integrity-first" culture.

This intensive training focuses on mastering the global compliance framework, emphasizing the implementation of effective anti-retaliation mechanisms as the backbone of a credible program. Participants will gain practical expertise in EU Whistleblower Directive and Dodd-Frank Act compliance, developing multi-channel reporting systems, and integrating ethical decision-making into daily operations. The ultimate goal is to empower organizations to convert potential legal risks into a competitive advantage by promoting speak-up culture and ensuring perceived organizational protection for all reporters, thereby safeguarding ESG integrity and long-term enterprise value.

Programme Curriculum

Ethics and Whistleblower Program Design Training course

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Course Duration

5 days

Course Objectives

Upon completion of this course, participants will be able to:

1. Design and deploy a best-in-class, global compliance framework and Code of Conduct.
2. Foster an "integrity-first" culture and demonstrate tangible tone at the top.
3. Implement effective anti-retaliation mechanisms and ensure whistleblower protection under key regulations.
4. Master the EU Whistleblower Directive and Dodd-Frank Act reporting requirements.
5. Establish secure, multi-channel reporting systems
6. Develop metrics to measure Perceived Organizational Protection (POP) and program effectiveness.
7. Integrate ethical decision-making models and mitigate algorithmic bias in new technology.
8. Conduct effective and confidential internal investigations following a report.
9. Address emerging ethical risks such as ESG integrity, greenwashing, and AI governance.
10. Customize training modules for diverse global workforces using scenario-based learning.
11. Benchmark their program against ACFE and DOJ Evaluation of Corporate Compliance Programs standards.
12. Manage the communications strategy to boost program awareness and encourage speak-up culture.
13. Leverage compliance technology to streamline case management and data analysis for predictive compliance.

Target Audience

1. Chief Compliance Officers (CCOs)
2. Heads of Ethics & Integrity
3. Human Resources (HR) Directors and VPs
4. Internal Audit Professionals
5. Legal Counsel and General Counsels
6. Risk Management Executives
7. Board Members and Governance Committee Members
8. Corporate Social Responsibility (CSR) and ESG Leaders

Course Modules

1. Foundational Ethics & The Integrity Culture

- The business case for ethical leadership and proactive governance.
- Defining and reinforcing the Code of Conduct as the ethical cornerstone.
- The crucial link between organizational values and business strategy.
- Assessing the current ethical climate and employee perceptions of fairness.
- Case Study: Johnson & Johnson's Tylenol Crisis.

2. Global Regulatory Landscape & Compliance Standards

- Mandatory compliance with the EU Whistleblower Directive
- Understanding the incentives and protections of the Dodd-Frank Act and False Claims Act in the US.
- Applying global anti-corruption laws to the compliance framework.
- The role of the DOJ's Evaluation of Corporate Compliance Programs guidelines.
- Case Study: The Airbus Bribery Scandal.

3. Whistleblower Program Design & Implementation

- Designing accessible, secure, and anonymous reporting channels
- Developing clear, consistent whistleblower policies and procedures.
- Ensuring confidentiality and maintaining strict report-intake protocols.
- Integrating the program into the overall Enterprise Risk Management framework.
- Case Study: Barclays CEO Scandal

4. Anti-Retaliation and Whistleblower Protection

- The definition, identification, and prevention of retaliation
- Best practices for implementing and communicating a zero-tolerance anti-retaliation policy.
- Training managers on their specific duty to protect reporters and document performance.
- Mechanisms for swift intervention and remediation if retaliation is alleged.
- Case Study: Telia Company's Speak-Up Line Success.

5. Managing Internal Investigations

- Establishing an impartial, cross-functional investigations team.
- Intake, Triaging, Planning, Evidence Gathering, and Interviewing
- Maintaining privileged information and ensuring due process for all parties.
- Reporting findings, remediation, and timely closure of the case.
- Case Study: Fictitious Scenario-Based Training on a complex financial fraud report involving a senior executive and the pressure to quickly contain the issue.

6. Emerging Ethical Risks & ESG

- Addressing ESG integrity and the risk of greenwashing in corporate disclosures.
- Ethical and compliance oversight of Artificial Intelligence and algorithmic bias.
- Managing human rights and ethical labor issues within the global supply chain.
- The compliance role in political uncertainty and geopolitical risk.
- Case Study: Volkswagen's 'Dieselgate'.

7. Training Strategy & Communication

- Designing role-specific, engaging scenario-based training for different employee groups.
- Leveraging eLearning, microlearning, and gamification to increase engagement and retention.
- Developing a year-round communication strategy to maintain program awareness.

- Techniques for ensuring employees understand POP and feel safe to report.
- Case Study: Best Practice from an Industry Leader on rebuilding and communicating a Culture of Integrity.

8. Measurement, Monitoring & Program Effectiveness

- Developing Key Performance Indicators beyond report volume
- Using anonymous employee surveys to measure Perceived Organizational Protection and ethical climate.
- Employing predictive compliance analytics to identify high-risk areas.
- The process for annual program review and continuous improvement
- Case Study: A Public Company's Annual Compliance Report.

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call +254769199797

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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