Gender and Ethics in Practice Training Course

Professional Development Training Course Outline

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

Course Introduction

In today’s dynamic organizational and societal landscapes, understanding the intersection of gender and ethical practice is critical for sustainable development and responsible leadership. Gender and Ethics in Practice Training Course empowers participants with the knowledge and tools to analyze, address, and integrate gender considerations into ethical decision-making processes. Participants will explore gender equity, inclusivity, organizational integrity, ethical leadership, and accountability, gaining practical insights to navigate complex scenarios while promoting fairness and transparency.

This course emphasizes practical applications, case studies, and real-world problem-solving, equipping professionals, policymakers, and advocates with skills to champion ethical gender-sensitive policies, compliance frameworks, and social justice initiatives. Through an interactive and participatory methodology, learners will engage in reflective practices, scenario-based exercises, and collaborative learning to foster a culture of ethical awareness, gender sensitivity, and professional integrity.

Programme Curriculum

Gender and Ethics in Practice Training Course

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Course Objectives

By the end of this training, participants will be able to:

1. Apply gender-responsive ethical frameworks in professional settings.
2. Identify and address gender biases in decision-making processes.
3. Promote inclusive leadership and ethical organizational culture.
4. Evaluate ethical dilemmas using gender-sensitive perspectives.
5. Develop strategies for equitable workplace policies.
6. Strengthen skills in accountability, transparency, and integrity.
7. Advocate for social justice and human rights within organizations.
8. Analyze ethical governance models through a gender lens.
9. Implement gender-inclusive risk management strategies.
10. Design interventions for gender equity in corporate ethics.
11. Utilize data-driven approaches for ethical decision-making.
12. Foster collaborative ethical practices across teams and communities.
13. Integrate global best practices in gender and ethics into local contexts.

Target Audience

1. Corporate leaders and managers
2. Human resource professionals
3. Policy makers and government officials
4. NGO and civil society practitioners
5. Compliance and ethics officers
6. Educators and trainers
7. Researchers and academics in gender studies
8. Social entrepreneurs and community advocates

Course Modules

Module 1: Foundations of Gender and Ethics

- Understanding gender concepts and roles
- Principles of ethical practice
- Intersectionality in ethics
- Case study: Gender bias in corporate decision-making
- Interactive discussion on ethical dilemmas

Module 2: Gender-Sensitive Leadership

- Ethical leadership models
- Inclusive decision-making frameworks
- Power dynamics and gender

- Case study: Women in leadership overcoming ethical challenges
- Role-play exercises on ethical leadership

Module 3: Organizational Ethics and Culture

- Building ethical organizational culture
- Gender equity in workplace policies
- Ethics codes and compliance standards
- Case study: Gender equity policy implementation
- Ethics audits

Module 4: Ethical Decision-Making Frameworks

- Tools for analyzing ethical dilemmas
- Incorporating gender perspectives
- Balancing stakeholder interests
- Case study: Ethical decision-making in public sector
- Scenario-based problem-solving exercises

Module 5: Accountability and Transparency

- Gender-sensitive accountability mechanisms
- Reporting and whistleblowing
- Ethical compliance strategies
- Case study: Gender-inclusive transparency initiatives
- Simulation exercises on ethical reporting

Module 6: Gender, Ethics, and Social Justice

- Social justice principles in ethical practice
- Promoting human rights and equity
- Community engagement strategies
- Case study: NGO intervention in gender-based ethical conflicts
- Group reflection on ethical activism

Module 7: Risk Management and Gender Ethics

- Identifying gender-related ethical risks
- Risk mitigation strategies
- Monitoring and evaluation
- Case study: Gender and ethics in crisis management
- Interactive workshop on risk analysis

Module 8: Global Best Practices in Gender and Ethics

- International frameworks and standards
- Comparative case studies across sectors
- Lessons learned from global organizations
- Case study: UN Gender and Ethics Guidelines application
- Peer discussions and action planning

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

Start Date	End Date	Location	Price
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

Ready to enroll or request a customized program? Book online or contact us:

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