



# Investigation Management and Procedural Fairness Training Course

13 – 17 December 2026  
Muscat

## Investigation Management and Procedural Fairness Training Course

**Ref:** 457\_136809 **Date:** 13 – 17 December 2026 **Location:** Muscat **Fees:** 5700 Euro

### Overview

Investigation Management and Procedural Fairness Training Course is a five-day professional course for investigation managers, compliance officers, HR investigators, internal audit professionals, grievance and disciplinary leads, and public-sector enquiry teams. Participants connect mandate, independence, scope, planning, evidence governance, interviews, procedural fairness, bias controls, confidentiality, team supervision, analysis, findings, reporting, escalation, root-cause review, and quality assurance. They leave with a Fair Investigation Management Pack. Agile Leaders Training Center delivers this course for disciplined, impartial and reviewable enquiries.

### Who Should Attend

- Investigation managers responsible for scope, resourcing, supervision, decisions, and quality
- Compliance and ethics officers managing reports of misconduct or control concerns
- HR, employee relations, grievance, and disciplinary investigators
- Internal audit, fraud risk, and assurance professionals supporting fact-finding
- Public-sector and administrative enquiry teams handling sensitive matters
- Legal, governance, security, and data-protection staff coordinating investigation controls

The course assumes participants support organizational investigations or enquiries. It is jurisdiction-neutral, does not teach criminal-investigation tactics, and does not replace legal, employment, regulatory, privacy, or law-enforcement advice.

### Departments and Industries

The course supports organizations that need consistent, fair, confidential, and evidence-based investigation processes.

- Compliance, ethics, whistleblowing, and speak-up functions
- Human resources, employee relations, grievance, and disciplinary teams
- Internal audit, assurance, fraud risk, and corporate security departments
- Public administration, education, healthcare, finance, and regulated industries
- Governance, legal coordination, privacy, records, and information-security functions
- Independent review, ombuds, professional standards, and inspection teams

### Learning Objectives

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



- Define a proportionate mandate, scope, governance structure, and investigation plan
- Protect independence, procedural fairness, confidentiality, and participant welfare
- Govern documentary, digital, physical, and testimonial evidence
- Plan and supervise neutral interviews and reliable records
- Analyze evidence, separate facts from assumptions, and build supported findings
- Assemble a Fair Investigation Management Pack with quality controls

## **Course Agenda**

### **Day 1: Mandate, Scope and Investigation Governance**

- Allegation Assessment and Case-Triage Record
- Mandate, Purpose and Terms of Reference
- Independence, Conflict and Bias Control
- Roles, Decision Rights and Escalation Map
- Investigation Plan, Milestones and Resource Model

### **Day 2: Evidence Governance and Fair Process**

- Evidence Issue and Source Matrix
- Collection, Preservation and Access Controls
- Relevance, Reliability and Corroboration Tests
- Confidentiality, Privacy and Need-to-Know Plan
- Procedural Fairness and Participant Communication

### **Day 3: Interview Strategy and Team Supervision**

- Interview Sequence and Objective Map
- Neutral Question Plan and Evidence Themes
- Witness Support, Welfare and Practical Adjustments
- Notes, Statements, Confirmation and Disputed Facts
- Investigator Briefing, Supervision and Conduct Review

### **Day 4: Analysis, Findings and Reporting**

- Evidence Chronology and Event Reconstruction
- Fact, Inference, Gap and Contradiction Analysis
- Finding Framework and Applicable Standard
- Alternative Explanation and Bias Challenge
- Investigation Report and Evidence Referencing



## **Day 5: Quality, Remediation and Case Closure**

- Suggested Exercise: Build Terms of Reference and a Case Plan
- Suggested Exercise: Review Evidence and Interview Strategy
- Suggested Exercise: Test Findings and Alternative Explanations
- Suggested Exercise: Complete Quality and Fairness Assurance
- Capstone Exercise: Fair Investigation Management Pack

## **Practical Exercises**

The course uses suggested activities to turn allegations, evidence, interviews, analysis, and governance requirements into a controlled investigation process.

- Suggested activity: triage an allegation, identify conflicts and risks, define scope boundaries, allocate roles, and establish milestones and escalation points.
- Suggested activity: build an evidence matrix covering issues, sources, preservation, access, reliability, corroboration, gaps, confidentiality, and ownership.
- Suggested activity: prepare an interview sequence, objectives, neutral questions, evidence references, participant arrangements, record method, and follow-up needs.
- Suggested activity: assemble the case chronology, findings matrix, report structure, quality checks, root-cause questions, remediation handoff, and closure record.

## **FAQs**

### **What is procedural fairness in an organizational investigation?**

Procedural fairness generally involves a clear process, impartial decision-making, reasonable notice of relevant concerns, an opportunity to provide information, balanced evidence gathering, consistent treatment, and decisions based on the applicable organizational framework and evidence.

### **How should an investigation scope be defined?**

The scope should identify the allegation or question, purpose, issues to determine, relevant period, people and records, exclusions, authority, reporting line, decision boundaries, confidentiality expectations, resources, milestones, dependencies, and change-control process.

### **How can investigation interviews remain neutral?**

Interviewers can use clear objectives, open and non-confrontational questions, evidence-based follow-ups, fair sequencing, accurate records, opportunities for clarification, checks for alternative explanations, and consistent conduct across participants.



## **What belongs in an investigation findings matrix?**

A findings matrix should connect each issue with the applicable standard, evidence supporting and contradicting it, reliability considerations, gaps, alternative explanations, analysis, conclusion, and references to the underlying record.

## **How should confidentiality be managed?**

Confidentiality should be managed through role-based access, secure records, controlled communications, clear expectations, lawful handling, need-to-know disclosure, retention rules, breach escalation, and honest explanations that absolute secrecy may not be possible.

## **What is reviewed before an investigation closes?**

Closure review should test scope completion, evidence coverage, interview fairness, unresolved gaps, bias challenges, supported findings, report clarity, confidentiality, approvals, participant communications, records, remediation handoff, lessons, and quality assurance.

## **Conclusion**

Participants leave with a Fair Investigation Management Pack containing a triage record, terms of reference, governance map, investigation plan, evidence matrix, interview strategy, confidentiality controls, chronology, findings matrix, report structure, fairness checklist, root-cause questions, remediation handoff, and closure review. The pack changes fragmented enquiry activity into a traceable management process. It supports impartial fact-finding, reliable evidence, defensible analysis, disciplined supervision, and consistent quality.