



## Workplace Ethics and Organisational Objectives Training Course

10 – 14 May 2027  
Nice

## Workplace Ethics and Organisational Objectives Training Course

**Ref:** 1646\_221608 **Date:** 10 – 14 May 2027 **Location:** Nice **Fees:** 5700 Euro

### Overview

Workplace Ethics and Organisational Objectives Training Course is a one-week professional programme for managers, supervisors, and employees who must convert stated values into consistent decisions, conduct, accountability, and team practices. Participants build an Ethics-to-Objectives Practice Framework connecting organisational purpose, behavioural expectations, decision tests, role ownership, conflicts, fair process, speak-up routes, response duties, and evidence of implementation. The course supports practical integrity culture but does not provide jurisdiction-specific legal advice or guarantee organisational performance. Agile Leaders Training Center develops ethical judgement through cases, dialogue, and accountable action planning.

### Who Should Attend

- Managers and supervisors responsible for team conduct and decisions
- Professionals working across functions with competing obligations
- HR, governance, risk, ethics, and compliance support staff
- Project and operations leads managing resources and stakeholders
- Employees expected to raise concerns or respond to ethical issues

### Learning Objectives

- Translate organisational purpose and values into observable behaviour
- Frame ethical decisions using stakeholders, duties, evidence, risk, and consistency
- Clarify accountability, delegation, ownership, and escalation
- Identify conflicts of interest and apply fair process
- Shape team norms through leadership signals and routine management practice
- Use safe speak-up and response principles without promising confidentiality outcomes
- Connect integrity actions with organisational objectives and monitoring

### Course Agenda

#### Day 1: Purpose, Values, and Workplace Behaviour

- Organisational Purpose and Stakeholder Expectations
- Values, Rules, Norms, and Behaviour
- Ethical Culture and Leadership Signals
- Positive Conduct Versus Superficial Positivity
- Values-to-Behaviour Translation Map



## **Day 2: Ethical Decisions and Fair Process**

- Decision Facts, Assumptions, and Evidence
- Stakeholders, Duties, Consequences, and Consistency
- Bias, Pressure, and Competing Objectives
- Transparency, Documentation, and Review
- Ethical Decision Record

## **Day 3: Accountability, Conflicts, and Controls**

- Role Clarity and Delegated Authority
- Accountability and Escalation Routes
- Conflict-of-Interest Scenarios
- Gifts, Outside Activities, and Resource Use
- Controls, Checks, and Corrective Action

## **Day 4: Team Norms and Speaking Up**

- Manager Conduct and Tone in Practice
- Psychological Conditions for Raising Concerns
- Question, Concern, Allegation, and Evidence Distinctions
- Listening, Triage, Non-Retaliation Principles, and Referral
- Team Integrity Conversation Plan

## **Day 5: Integrity and Organisational Objectives**

- Objectives, Incentives, and Unintended Behaviour
- Integrity Risks in Performance Pressure
- Behavioural Indicators and Culture Evidence
- Ownership, Review Rhythm, and Assurance
- Capstone: Ethics-to-Objectives Practice Framework

## **Practical Exercises**

- Convert an organisational value into observable examples and boundaries
- Analyse a pressured decision using an ethical decision record
- Map accountability and escalation for a cross-functional case
- Respond to a disclosed conflict of interest using fair process
- Practise receiving a concern without prejudging or promising an outcome
- Review how an incentive could distort conduct and propose controls



## Course Outputs

- Values-to-Behaviour Translation Map
- Ethical Decision Record
- Accountability and Escalation Map
- Conflict-of-Interest Response Checklist
- Team Integrity Conversation Plan
- Integrity Indicator and Review Log
- Ethics-to-Objectives Practice Framework

## FAQs

### Is this a legal or regulatory compliance course?

No. It develops general ethical judgement and workplace practice and does not replace legal advice, internal policy, investigation procedure, or jurisdiction-specific training.

### Does positive work ethics mean maintaining a positive attitude?

No. The course focuses on integrity, accountability, fair conduct, and speaking up; it does not use positivity to suppress concerns or excuse weak controls.

### Will participants investigate misconduct?

No. They learn to recognise issues, document appropriately, receive concerns, preserve fair process, and refer matters through authorised routes.

### Can the course guarantee better organisational results?

No. Participants learn to connect ethical practices with objectives and indicators, but outcomes depend on leadership, systems, controls, and sustained implementation.

### What is the final output?

Each participant produces an Ethics-to-Objectives Practice Framework with behaviours, decisions, owners, escalation routes, controls, and review measures.