



Workplace Ethics and Organisational Objectives Training Course

21 – 25 February 2027
Marbella

Workplace Ethics and Organisational Objectives Training Course

Ref: 1646_221611 **Date:** 21 – 25 February 2027 **Location:** Marbella **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.