



Whistleblowing Policy and Case Governance Training Course

20 – 24 September 2027
Addis Ababa

Whistleblowing Policy and Case Governance Training Course

Ref: 363_223580 **Date:** 20 – 24 September 2027 **Location:** Addis Ababa **Fees:** 4500 Euro

Overview

Whistleblowing Policy and Case Governance Training Course is a one-week professional course for compliance, ethics, audit, legal, HR, risk, investigations, and governance functions who leave with a Whistleblowing Policy and Case Governance Playbook. It connects whistleblowing policy, protected reporting channels, non-retaliation controls, intake, triage, case governance, investigation referral, records, metrics, and whistleblowing case review. Participants build an operating path from report receipt to closure and improvement. Agile Leaders Training Center delivers this course on whistleblowing policy and case governance.

Who Should Attend

- Compliance and ethics functions responsible for reporting arrangements and policy oversight
- Internal audit and risk functions responsible for control assurance and trend review
- Legal and HR functions responsible for confidentiality, protection, and fair process
- Investigation functions responsible for referrals, case boundaries, and evidence handover
- Governance functions responsible for accountability, metrics, and management reporting

The course assumes participants already handle governance, reporting, employee relations, investigations, risk, or compliance processes and leaves out legal advice and specialist investigative interviewing.

Departments and Industries

The course supports speak-up and case-governance responsibilities across financial services, healthcare, education, manufacturing, public services, and nonprofit operations.

- Compliance, ethics, and corporate-governance departments
- Internal audit, enterprise-risk, and assurance functions
- Legal, employee-relations, and human-resources teams
- Financial and professional-services organizations
- Healthcare, education, and public-service institutions
- Manufacturing, technology, and nonprofit operations

Learning Objectives

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



- Build a whistleblowing policy and responsibility model
- Evaluate reporting channels, confidentiality, and protection controls
- Apply intake, conflict, triage, and referral criteria
- Use case records, communication, and closure controls
- Analyze metrics, trends, retaliation signals, and control gaps
- Build a case-governance review and improvement plan

Course Agenda

Day 1: Policy Context and Governance

- ISO 37002 Trust, Impartiality, and Protection Principles Map
- Whistleblowing Policy Scope and Purpose Canvas
- Governing-Body and Management Accountability Matrix
- Whistleblowing Function Roles and Competence Profile
- Interested-Party Needs and Reporting-Risk Register

Day 2: Reporting Channels and Protection

- Internal and External Reporting Channel Design Matrix
- Accessibility, Anonymity, and Confidentiality Checklist
- Personal Information Access and Disclosure Control Map
- Non-Retaliation Risk and Safeguard Assessment
- Reporter Support and Communication Protocol

Day 3: Intake, Triage, and Referral

- Report Intake and Acknowledgment Workflow
- Conflict-of-Interest and Independence Screen
- Severity, Urgency, and Credibility Triage Matrix
- Preliminary Measures and Protection Decision Log
- Investigation Referral and Terms-of-Reference Brief

Day 4: Case Control and Improvement

- Whistleblowing Case Record and Access Register
- Case Status and Interested-Party Communication Plan
- Outcome, Remediation, and Closure Checklist
- Whistleblowing Metrics and Trend Dashboard
- Management Review and Continual-Improvement Register



Day 5: Case Governance Practice and Capstone

- Suggested Exercise: Policy Scope and Accountability Review
- Suggested Exercise: Channel and Protection-Control Assessment
- Suggested Exercise: Intake, Triage, and Referral Case
- Suggested Exercise: Closure, Metrics, and Improvement Challenge
- Capstone Exercise: Whistleblowing Policy and Case Governance Playbook

Practical Exercises

The course uses suggested activities to connect policy choices with case evidence and governance decisions.

- Suggested activity: map reporting routes and identify confidentiality, access, and protection gaps.
- Suggested activity: triage a report and document severity, urgency, conflicts, and referral decisions.
- Suggested activity: review a case file for communication, records, closure, and non-retaliation evidence.
- Suggested activity: convert case metrics and themes into management-review actions.

FAQs

Who suits whistleblowing policy and case governance, and what does the course assume?

Whistleblowing policy and case governance suit professionals already responsible for compliance, ethics, audit, legal, HR, risk, investigations, reporting channels, or organizational oversight.

How does whistleblowing policy training differ from investigation training?

Whistleblowing policy training governs reporting, protection, intake, triage, referral, communication, records, closure, and review, while investigation training focuses on establishing facts and evaluating evidence after a case is assigned.

What should protected reporting channels provide?

Protected reporting channels should provide accessible submission routes, clear scope, controlled access, confidentiality safeguards, acknowledgment, status communication, escalation paths, and documented handoffs.

How should whistleblowing case triage work?

Whistleblowing case triage should classify subject, severity, urgency, credibility indicators, conflicts, immediate safeguards, ownership, and the appropriate referral path without deciding the final merits prematurely.



How do organizations review whistleblowing case governance?

Organizations review case governance through access records, timeliness, protection actions, referral quality, closure evidence, communication, trends, retaliation signals, recurring control gaps, and management actions.

Conclusion

Participants leave with a Whistleblowing Policy and Case Governance Playbook linking policy, channels, protection, intake, triage, referrals, records, closure, metrics, and review. The playbook changes fragmented reporting arrangements into an accountable operating process. It provides a working basis for assigning roles, documenting decisions, protecting participants, and improving controls.