



### Workshop on Ethics and Leadership: Leadership by Values, Vision, Virtue and Voice

March 16 – 19, 2026, 1<sup>st</sup> Run: Lagos & Port Harcourt

September 21 – 25, 2026, 2<sup>nd</sup> Run: Lagos & Abuja

**For Tutor -Led Class:** 9am – 4:30pm

**Workshop fee:** Lagos: N350, 000,

Abuja / Port Harcourt: N400, 000 per Participant

**Delivery Mode:** In-person / Live Virtual / Hybrid

**Online course fee:** N300, 000 per Participant

**Available for In-plant Training**

**700 U\$D for foreign  
Participants**

#### Program overview:

Ethical leadership is a form of leadership in which individual leader demonstrates conduct for the common good that is acceptable and appropriate in every area of life. Ethical leadership is anchored on three premises of leadership by example, champion of ethical standards and good communication. Ethical leaders create quality relationships between them “The leaders” and their followers which are built on mutual trust, fairness, integrity, openness, compassion and respect for all. Ethical leaders can help establish a positive environment with productive relationships with the individuals, the team, the organization and the society at large. Leading ethically requires the understanding of the four-value model that helps to align the internal beliefs and values with the external behaviors and actions of others for the common good of all to prevent and resolve any ethical challenge.

#### For whom:

This program is designed for people in leadership positions in both private and public organizations. This training will provide participants with in-depth discussion and analysis about the importance of ethics in organizational and societal leadership. Leaders who want to optimize their team performance and Leaders in public domain who want to master the principles of impactful leadership will benefit also from this program.

#### Learning objectives:

At the end of the program, participants will be able to:

- list and explain the characteristics of an Ethical Leader;
- design procedures and processes that produce standard ethical outcomes and behaviors;
- lead and develop an ethical culture where trust, fairness, integrity, openness will thrive
- develop code of conduct as part of ethical standards;
- use the four models of Values, Vision, Voice and Virtue to influence ethical behavior
- recommend on how to implement a code of conduct;
- align values and conduct with key managerial leadership actions;
- explain how environmental factors such as economic, psychological, organizational, and cultural processes influence ethical leadership and their decision making;
- take a stand and give justification for their actions; and
- design ways to recognize and incorporate competing values in their organization and society.

#### Course outline:

##### Day 1: Ethical Leadership: Overview

- Critical thinking analysis
  - Doing the right thing
  - Do you put ethics before the bottom line?
- Principled and purposeful leadership
  - What causes ethical failures?

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- Impacts of ethical leadership
  - The well-being of the individual
  - The energy of the team
  - The health of the organization
  - The well-being of the society

## Day 2: How to Become an Ethical Leader

- Define your organization's values
  - Organization's mission and vision
  - Why the rules are there
  - Societal values
- Know your personal values
  - Set the tone
- Strategic Leadership
  - A New Type of Leader:
  - Anchored on Purpose, Fueled by Values, Vision, Virtue and Voice
- Building the power to lead
  - Communicating with impact
  - Creating a life of consequence
  - Negotiation, collaborative problem-solving, and value proposition

## Day 3: Leadership Inspirations

- Inspiring leadership, moral courage, and value propositions
  - Effective persuasion: principles and practice
- Dealing with ethical issues with data and analysis
- Leading effective teams
- Mobilizing for successful change
- Motivating employees
  - Using impactful stories

## Day 4: Ethics and Crisis Management

- Making ethical decisions in crisis situations
  - Critical thinking: from insights to reality
- Bribery and corruption in business and society
- Ethical issues around diversity in organizations and society
- Marketing Ethics and market manipulation

## Day 5: The Four Models Value-Based Leadership

- How Values, Vision, Virtue and Voice influence ethical leader's behavior
- Developing and Implementing a Code of Conduct as part of ethical standards
- Designing procedures and processes that produce ethical standard
  - Values Exercise: Leading yourself by connecting to your values
- Key strategies for resolving ethical dilemmas
  - Ethical dilemma: A case study

## Training Methodology

Lectures, discussions, exercises, case studies, audio-visual aids will be used to reinforce these teaching/learning methods.

### LOCATIONS

1 - HCA Learning Centre, Acme House 2nd Floor, 23, Acme Road, Ogbia, Industrial Scheme, Ikeja, Lagos, Nigeria

2 – FAB By Toprank Hotel, Opposite Old Federal Secretariat Area 1, Garki, Abuja.

3 – Pakiri hotel Ltd., 4 Okwuruola Street, off Stadium Road, Rumuola, Port Harcourt, Rivers State.

In-plant Fee Negotiable

### WORKSHOP FEE:

**Workshop fee: Lagos: N350, 000 per Participant, VAT-N26,250**

**Abuja / Port Harcourt: N400, 000 per Participant, VAT-N30,000**

Note: this covers Workshop Fee, Tea/coffee break, Lunch, course materials and certificate of attendance.

Payment should be made into our Accounts:

Account Name: Human Capital Associates Global Consult Ltd.

Union Bank of Nig. PLC: Account No: 0097961537

First Bank of Nig. PLC: Account No: 2033683960

Keystone Bank Ltd.: Account No: 1007150325

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