



## Workshop on Anti-Corruption, Integrity, Ethics and Corporate Governance Course

### For Senior and Middle Level Executives

January 6 - 10, 2025, 1<sup>st</sup> Run: Lagos & Port Harcourt

July 7 - 11, 2025, 2<sup>nd</sup> Run: Lagos & Abuja

For Tutor -Led Class: 9am – 4:30pm

Workshop fee: N300, 000 per Participant

For online: Delivery via Zoom

Online course fee: N250, 000 per Participant

Available for In-plant Training

**700 USD for foreign  
Participants**

### Program Overview:

Corruption is one of the root causes of extreme poverty, conflict and State fragility. It cripples States' ability to effectively deliver services and maintain the rule of law; it has strong adverse effects on the business climate and stands in the way of sustainable and equitable economic and social development. This course helps participants understand the drivers of corruption, strengthen their analytical skills and provide them with instruments to develop integrity and anti-corruption policies and programs in their organizations.

### For Whom:

This program is designed for senior, middle level executives of multinational organizations, business organizations, Ministries, Agencies, Departments, NGOs and those who are involved in anti-corruption, transparency and accountability processes in relation to development and good governance working for government, local and international organizations.

### Learning objectives:

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

- analyze the impact of corruption on public value systems and service delivery in the public-sector organizations;
- identify the key challenges in promoting and administering ethics and integrity within the public-sector organizations;
- identify corruption and unethical practices in the public sector in time and address them immediately to put a check on such practices;
- acquire skills to identify unethical behaviour that will impact on the delivery of high-quality public services;
- identify different tools and techniques that can be adapted to control and eradicate the slightest scope of internal (among employees) and external (external political pressure or the public) corruption;
- create awareness for code of conduct for themselves and set examples for their subordinates;
- describe the ethical frameworks applicable to the delivery of services; and
- acquire skills and knowledge to frame anti-corruption policies and procedures to eliminate unethical practices in their organizations' service delivery as they return to work.

### Course outline:

#### Day 1: Understanding the Challenges of Corruption Prevention and Integrity Assurance: An Overview

- Magnitude and cost of corruption: How big is the problem?
- Definition and forms of corrupt behavior
- Definition of corruption.
- Main forms and types of corrupt behavior and misconduct.
- Potential grey areas and FAQs.
- **Anti-Corruption Compliance frameworks**
- External anti-corruption framework / legislation
- Conflicts of interest
- Identifying and managing conflicts of interest.
- Politicization and Work Place Culture

#### Day 2: Consequences of Unethical Conduct and Corruption

- Minimum development of people and low economic development of the nation

Human Capital Associates Global Consult Ltd is Accredited by Nigeria Council for Management Development (NCMD)

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- Anarchy in society
- Lack of investor confidence, resulting in lack of economic growth
- Deterioration of citizens' trust
- Low state revenue, higher state expenditures
- **Challenges to Ethical Management**
- Corruption and unethical behaviour at the senior level
- Lack of budgets for ethics-related training
- Low wages that encourage corruption among public sector professionals
- Lack of skill to frame policies, set standards and train employees on ethics
- High involvement and authority to political leaders influencing value-driven decisions and operations

### Day 3: Ethical Models in the Public and Private Sectors

- Accountability of public sector professionals towards citizens
- Integrity in operations
- Ethical and professional code of conduct and behaviour
- Law enforcement in a professional and unbiased manner
- Transparency and timely communication with citizens
- **Features of Ethical Management**
- Determining and defining values
- Guiding towards these values
- Monitoring these values
- Enforcing these values

### Day 4: Managing Ethics and Corruption in Public Sector Organizations

- Institutionalizing Codes of ethics/conduct in the organization
- Ethical committees
- Ethical audits
- Ethical policies and procedures
- Ethical training and discussions by ethical counselors
- Ethical hotlines
- institutionalized Internal Control Systems
- Strong Organizational Corporate Governance

### Day 5: Challenges to Ethical Management and Corruption in Public Sector Organizations

- Corruption and unethical behaviour at the senior level
- Lack of budgets for ethics-related training
- Low wages that encourage corruption among public sector professionals
- Lack of skill to frame policies, set standards and train employees on ethics
- High involvement and authority to political leaders influencing value-driven decisions and operations
- **Success Factors of an Ethical and a Corruption-Free Work Culture**
- Senior management and employee training on ethical conduct and behaviour
- Strong performance management systems for transparent and unbiased performance assessment
- Career progression system based solely on merit
- Well-framed, fair HR policies
- Legal adoption of the code of conduct in the organisation
- Exemplary leadership
- Corruption myths and why anti-corruption efforts fail

### LOCATIONS

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

2 - Pearls Learning Hub, Plot 756, Opposite Divine Hand of God Ministry, Area 1, Garki, Abuja.

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

**Open Course Fee: N300, 000**  
In-plant Fee Negotiable

### WORKSHOP FEE:

**N300, 000 per participant, VAT –N22, 500**

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

**For Booking / Enquiry, Call: 234-8051365946, 234-7087578814**  
**24/7 Lines: 234-8068933608, 234-8029170491, 234-8145745664,**  
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### Training Methodology

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

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