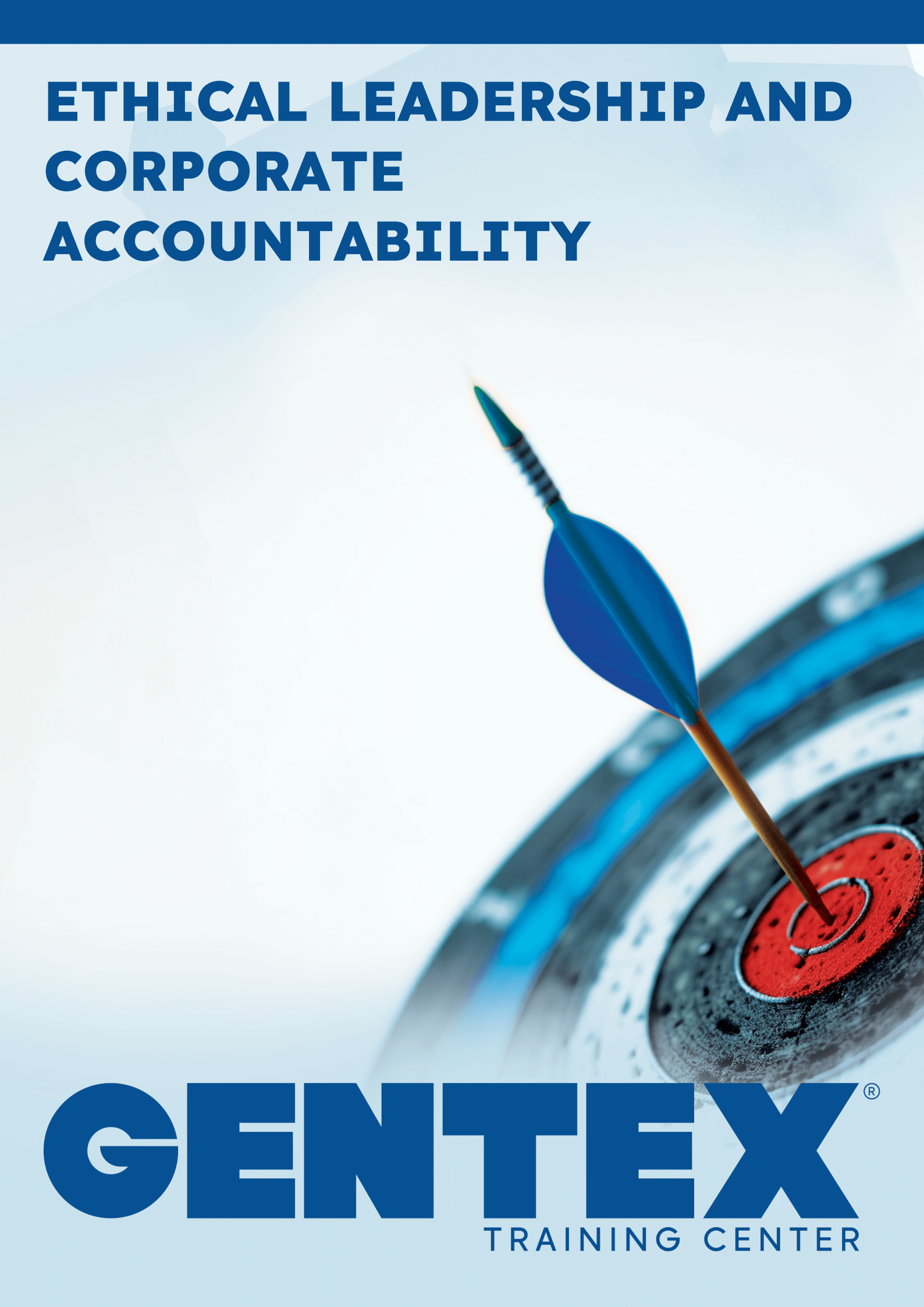
ETHICAL LEADERSHIP AND CORPORATE ACCOUNTABILITY



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TRAINING CENTER

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Introduction

Ethical Leadership and Corporate Accountability examines how leaders set the moral direction of an organization and answer for its results. This Training Course explores the values, governance structures, and behavioural standards that turn written principles into daily managerial decisions. Participants study accountability frameworks, ethical decision-making, board oversight, and misconduct escalation. Furthermore, the programme links leadership conduct to culture through case analysis, structured debate, and practical simulation. As a result, delegates leave able to hold themselves and their teams to clear, defensible standards of conduct.

Ethical Leadership and Corporate Accountability Course Objectives

- Define ethical leadership and distinguish it from compliance-driven management.
- Apply moral reasoning models to high-stakes leadership dilemmas.
- Set a credible tone at the top and translate values into observable behaviours.
- Design governance structures that clarify accountability and decision rights.
- Interpret directors' duties and board oversight responsibilities under governance codes.
- Build accountability mechanisms such as delegation matrices and escalation protocols.
- Manage conflicts of interest, gifts, and related-party transactions transparently.
- Lead fair internal investigations and apply non-retaliation safeguards.
- Measure ethical culture using climate surveys and key ethics indicators.
- Prepare ethical leadership reporting for boards, regulators, and stakeholders.

Course Methodology

- Interactive workshops built on real corporate governance failures.

- Structured role-play of leadership dilemmas and boardroom scenarios.
- Facilitated debate on accountability, loyalty, and stakeholder tension.
- Practical application of ethical reasoning frameworks and decision logs.
- Self-assessment tools such as ethical leadership profiles and culture surveys.
- Action planning that converts each insight into a leadership commitment.

Who Should Take This Course

- Board members, chairpersons, and committee leads.
- C-suite executives and senior management teams.
- Governance, compliance, and risk officers.
- Internal audit and ethics programme managers.
- Department heads and business unit leaders.
- Legal counsel and company secretaries.
- Senior HR and people leaders.

Ethical Leadership and Corporate Accountability Course Outlines

Day 1: Foundations of Ethical Leadership

- Defining ethical leadership versus compliance-driven management.
- Leadership theories: transformational, servant, and authentic leadership.
- The moral authority of leaders and credibility in practice.
- Tone at the top, tone in the middle, and tone at the bottom.
- Ethical leadership traits and observable behaviours.
- Common ethical leadership failures and their warning signs.

- Mapping personal leadership values and accountability gaps.

Day 2: Moral Reasoning and Leadership Dilemmas

- Consequentialist, deontological, and virtue-based reasoning.
- The PLUS ethical decision-making model in leadership contexts.
- Judging short-term results against long-term reputation.
- Cognitive biases that distort executive judgement.
- Stakeholder prioritization when interests conflict.
- Justifying and documenting high-stakes ethical decisions.
- Case workshops on real ethical leadership dilemmas.

Day 3: Corporate Governance and Accountability Frameworks

- Directors' duties of care, skill, and loyalty.
- Governance codes such as the OECD Principles and UK Corporate Governance Code.
- Board committees: audit, risk, and nomination structures.
- Three lines model and clear accountability mapping.
- Delegation of authority and decision-rights matrices.
- Related-party transactions and conflict-of-interest registers.
- Holding executives accountable without destabilizing the organization.

Day 4: Integrity Systems, Investigations, and Speak-Up Culture

- Codes of conduct and their leadership ownership.

- Whistleblowing channels and non-retaliation safeguards.
- Fair and confidential internal investigation steps.
- Interview technique and documentation standards.
- Disciplinary, remedial, and restorative follow-up.
- FCPA and UK Bribery Act 2010 leadership obligations.
- Building psychological safety for honest reporting.

Day 5: Embedding Accountability and Sustaining Ethical Culture

- Aligning incentives, appraisal, and reward with ethical outcomes.
- Ethics risk assessment and culture maturity modelling.
- Ethics climate surveys and key ethics indicators.
- Reporting ethics performance to the board and regulators.
- Communication campaigns that keep integrity visible.
- Annual ethics programme review and continuous improvement.
- Personal leadership action plan and professional commitment.

Conclusion

By successfully completing Ethical Leadership and Corporate Accountability, participants will have acquired a working command of moral reasoning, governance frameworks, and accountability mechanisms. They will know how to set a credible tone at the top, run fair investigations, and report ethical performance to boards and regulators. In addition, the course prepares delegates to align incentives and culture with integrity. As a result, they return to work ready to turn stated values into leadership behaviour. Gentex Training Center delivers this Training Course with a practical, standards-based approach.

LEARN BOLD. **LEAD BEYOND**
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FAQs for the Ethical Leadership and Corporate Accountability course

Q1 What is the "Ethical Leadership and Corporate Accountability" course about?

It is a ten-day programme that examines how leaders set an organization's moral direction and answer for its conduct. It covers moral reasoning, governance codes, board oversight, integrity systems, investigations, and how to measure ethical culture with real indicators.

Q2 What are the key benefits of the "Ethical Leadership and Corporate Accountability" course?

Participants gain sharper judgement in high-stakes dilemmas, stronger governance structures, and clearer personal accountability. They also learn to reduce regulatory and reputational risk, run defensible investigations, and build the trust that boards, investors, and regulators expect from leaders.

Q3 What skills will I gain from the "Ethical Leadership and Corporate Accountability" course?

Ethical decision-making and moral reasoning in leadership dilemmas, governance design with accountability mapping, integrity systems leadership including investigations and speak-up facilitation, and ethical culture measurement with board-level reporting.

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Q4 What tools, methods, or standards are covered in the "Ethical Leadership and Corporate Accountability" course?

The course covers the OECD Principles of Corporate Governance, the UK Corporate Governance Code, the three lines model, the PLUS ethical decision-making model, delegation-of-authority and decision-rights matrices, conflict-of-interest registers, the FCPA and UK Bribery Act 2010, ethics climate surveys, and ethics risk assessment tools.

Q5 How is the "Ethical Leadership and Corporate Accountability" course applied in real-world practice?

Delegates apply it through board ethics reporting, decision logs for major calls, conflict-of-interest registers, executive scorecards tied to values, escalation protocols, internal investigations, and annual culture reviews. They also use it to coach leadership teams through accountability conversations and integrity risk debates.