BLACKBIRD FOR TRAINING

Ethics & Compliance Leadership

2027 □□□□ 21 – 17
Berlin (Germany)



Ethics & Compliance Leadership

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Why This Course

In an era of heightened accountability and transparency, maintaining trust requires more than just meeting legal obligations — it demands ethical leadership and a proactive approach to compliance.

Leaders who champion ethics not only protect their organizations from risk but also cultivate cultures of integrity, fairness, and long-term sustainability.

The Ethics & Compliance Leadership program equips participants with the frameworks, tools, and mindset to lead ethically and manage compliance systems strategically.

It bridges corporate governance, regulatory frameworks, and behavioral ethics, empowering professionals to embed integrity into every level of their organization.

Through real-world case studies, simulations, and leadership exercises, participants will learn to navigate ethical dilemmas, reinforce accountability, and drive compliance excellence that earns trust across all stakeholders.

What You'll Learn and Practice

By joining this program, you will:

- Understand the strategic importance of ethics and compliance in leadership.
- Learn how to design and manage effective compliance frameworks.
- Develop skills to identify and address ethical risks and misconduct.
- Strengthen decision-making and moral reasoning in complex situations.
- Explore international standards — ISO 37301, FCPA, UK Bribery Act, and OECD Guidelines.
- Learn how to build and sustain an ethical organizational culture.
- Gain tools for communication, reporting, and whistleblower protection.
- Master leadership approaches to integrity, governance, and accountability.



The Program Flow

Day 1: The Foundations of Ethics and Compliance

- Understanding ethics, compliance, and governance — key distinctions and connections.
- The business case for integrity: ethics as a competitive advantage.
- Leadership responsibility in building ethical cultures.
- Global trends in corporate ethics, accountability, and ESG.
- Case study: How ethical leadership prevented reputational and financial loss.

Day 2: Designing Compliance Frameworks

- Components of a robust compliance management system.
- Developing codes of conduct and ethics policies.
- Roles of compliance officers, executives, and employees.
- Risk assessment, monitoring, and internal controls.
- Workshop: Building a compliance framework aligned with ISO 37301 principles.

Day 3: Ethical Leadership and Decision-Making

- The psychology of ethical and unethical behavior.
- Frameworks for moral reasoning and ethical judgment.
- Managing ethical dilemmas and gray areas in leadership.
- Encouraging ethical courage and voice within teams.
- Simulation: Handling an ethical decision under organizational pressure.

Day 4: Compliance in Action — Governance, Risk, and Reporting

- Integrating ethics and compliance with corporate governance.
- Reporting systems, investigations, and corrective action protocols.
- Regulatory engagement and audit readiness.
- Data privacy, anti-corruption, and anti-bribery compliance.
- Case study: Lessons learned from global compliance failures.

Day 5: Culture, Communication, and Sustainable Integrity

- Embedding ethics into culture, performance, and operations.
- Communication strategies for integrity awareness and training.
- Managing whistleblowing and protecting ethical voices.
- Measuring the effectiveness of ethics and compliance programs.
- Final project: Designing an ethics and compliance roadmap for your organization.



Individual Impact

- Strengthen your ability to lead with integrity and ethical conviction.
- Gain confidence in handling complex compliance and ethical challenges.
- Build decision-making frameworks grounded in fairness, transparency, and trust.
- Enhance leadership credibility through principled communication and behavior.
- Position yourself as a trusted guardian of corporate responsibility and reputation.

Work Impact

- Build a resilient culture of ethics, compliance, and accountability.
- Reduce legal, reputational, and operational risks through proactive governance.
- Improve employee trust, engagement, and alignment with organizational values.
- Enhance organizational reputation with regulators, partners, and the public.
- Ensure sustainable performance and ethical excellence in all business operations.

Training Methodology

This program combines strategic frameworks, ethical simulations, and global case studies to ensure both conceptual mastery and real-world application.

Learning methods include:

- Case studies from corporate, governmental, and nonprofit sectors.
- Interactive discussions on ethical dilemmas and compliance failures.
- Workshops on building ethical frameworks and culture programs.
- Role-playing exercises on decision-making and whistleblower management.
- Templates, scorecards, and self-assessment tools for compliance evaluation.

Beyond the Course

Upon completion, participants will be equipped to lead ethical transformation, implement compliance systems, and safeguard organizational integrity.

Graduates of this program will emerge as Ethics and Compliance Leaders — professionals capable of uniting governance, responsibility, and leadership to foster sustainable trust and long-term success.

