



DEVELOPING INTEGRITY TRAINING



Programme



Summary

- ➔ Introduction
- ➔ Objectives
- ➔ Requirements
- ➔ Methodology
- ➔ Workshop schedule
- ➔ Assessment and validation
- ➔ Trainer
- ➔ Accessibility
- ➔ Contact





Training: a lever for trust and integrity

Training in integrity is not just about compliance. It is a strategic lever for building trust, preventing corruption and establishing a sustainable ethical culture.

This training highlights approaches based on compliance, values and care ethics in the design of ethical learning programmes.

It enables the design of training programmes that stimulate moral judgement and create environments conducive to ethical decision-making.

Learning objectives

The training is aimed at professionals responsible for designing, facilitating or evaluating integrity training programmes within public, private or multilateral organisations.

By the end of the training, participants will be able to:

- Analyse and understand the different educational models applied to integrity (compliance, values-based approach, ethics of care).
- Adapt training activities to the specific objectives and needs of their organisation.
- Integrate a gender and inclusion dimension into the design of training programmes, with the support of tools and diagnostic grids.
- Design a learning scenario rooted in professional practice that stimulates individual and collective ethical reflection.
- Measure the impact of training on ethical attitudes, skills and behaviours, beyond simple participant satisfaction.



Requirements

- Target audience: integrity officers, internal trainers, HR managers, compliance officers, governance consultants.
- Prerequisites: none
- Equipment: PC | Smartphone
- Duration: 3 hours
- Accessibility: for all, see the "Training accessibility" sheet
- Output: educational booklet containing:
 - 1) A guide to designing integrity modules.
 - 2) Tools for measuring ethical progress.
 - 3) Examples of ethical scenarios and dilemmas.
 - 4) Advice on integrating a gender and care approach.

Teaching methods

The training is based on interactive teaching methods that combine:

- Structured conceptual input: moral development models (Kohlberg), care ethics (Tronto, Gilligan), and experiential learning principles.
- Case studies: comparisons of different training programmes and their assessment systems.
- Practical workshops: design of a teaching sequence applicable to the participants' professional context.
- Reflective discussions: identification of biases, power dynamics and dilemmas encountered in the implementation of training programmes.



Training schedule

Timing	Description
15 min	Introduction: - Discussion on needs and context - Workshop objectives
35 min	Conceptual and theoretical frameworks: - Comparison between compliance, values-based and care ethics approaches. - Discussion on their educational implications and levers for a culture of integrity.
40 min	Case studies: - Comparisons of different training programmes and their assessment systems - Analysis of ethical dilemma scenarios
45 min	Practical workshops: - Designing a teaching sequence applicable to the participants' professional context.
30 min	Group discussion: - Common obstacles; risks of "ethical window dressing"; integration of gender and care.
15 min	Assessment and validation: - Application exercise; group feedback - Conclusions

Assessment and validation 🎓

Assessment is based on interactive teaching methods that combine:

- A test at the end of the training course for each participant, related to the training and the participant's professional context. This skills assessment identifies what has been learned and areas for improvement.
- Collective feedback to consolidate learning.
- A certificate of participation certified by Ethicor, issued after validation.

Ethicor ensures the traceability and monitoring of assessments in accordance with confidentiality rules.

TRAINER



Dr. Guillaume Nicaise

Guillaume has been working for over ten years on corruption prevention, risk management and the implementation of organisational cultures based on trust.

He has worked for the U4 Anti-Corruption Centre, supporting ministries and development agencies in eight different countries, as well as for GIZ and other international organisations such as NATO.

He now assists international organisations in strengthening their whistleblowing systems, incorporating an inclusive approach.



Accessibility of training courses

Ethicor is committed to making its training courses accessible to everyone.

Our modules are designed to be taken online, remotely, from any connected device (computer, tablet or smartphone).

If specific adaptations are required (assisted reading, subtitling, adjusted pace, cognitive or sensory accessibility), participants are invited to contact our accessibility advisor before the start of the training course: contact@ethicor.org

Training materials are available in adaptable digital formats (accessible PDF, optimised contrast, legible font).

Particular attention is paid to inclusive language, fair gender representation and diversity in professional situations in the teaching examples.

Ethicor provides personalised follow-up on accommodation requests to ensure equitable access to training.



Any questions?

Contact us

contact@ethicor.org