



Ethical resilience mechanisms

→ Programme



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Turning crisis into a lever for trust

Integrity crises, whether resulting from fraud, harassment or ethical breaches, cause human and institutional damage.

Organisations facing such crises cannot repair the damage through sanctions or procedural reforms alone. They must also nurture their internal relationships, restore trust and rebuild meaningful connections and accountability.

This training course draws on recent research in organisational care and the ethics of care. It offers an integrated approach to supporting teams facing an ethical crisis, helping them move from shock to collective reconstruction.

Objectives

The training aims to strengthen participants' ability to:

- Understand the psychological and social dynamics at work after an integrity crisis.
- Identify factors that promote organisational healing: empathy, restorative leadership, quality of relationships, rituals of recognition.
- Design care protocols that combine individual support, spaces for dialogue, and restorative practices.
- Mobilise the principles of care ethics to restore shared responsibility and mutual attention.
- Implement preventive actions to consolidate a long-term culture of integrity.



Requirements

- Target audience: managers, HR managers, integrity unit members, staff representatives, compliance coordinators.
- Prerequisites: none
- Equipment: PC | Smartphone
- Duration: 3 hours
- Accessibility: for all, see the "Training accessibility" sheet
- Output: educational booklet containing:
 1. Integrity crisis analysis grid.
 2. Post-crisis care protocol template.
 3. Tools to facilitate discussion and mutual recognition.
 4. Prevention and follow-up checklist

Teaching methods

The training is based on active and reflective teaching methods, combining:

- Structured theoretical input, inspired by research in organisational reparation, care ethics and restorative justice.
- Real-life case studies illustrating the management of a crisis involving corruption or harassment and the reconstruction measures put in place.
- Practical workshops to design care protocols tailored to your organisation.
- Group discussions to identify ethical dilemmas and tensions and develop contextualised responses.



Training schedule

Timing	Description
15 min	Introduction: - Discussion on participants' needs and background - Workshop objectives
45 min	Understanding organisational breakdown - Diagnosis of the psychosocial and relational effects of an integrity crisis. - Guided discussion: recognising the diversity of needs.
45 min	The mechanisms of organisational repair - Empathy and recognition: listening methodology - Targeted internal mediation actions: practical cases - Restorative leadership and collective rituals: transforming crisis into shared learning
45 min	Care practices and care protocols - Principles of care ethics: attention, responsibility, competence, reciprocity - Co-creation of a post-crisis care protocol (dialogue, mediation, support)
15 min	Group discussion: - Identify conditions for sustainability and indicators of trust.
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