Training Course on Ethical Leadership and Corporate Governance in the ESG Era

Professional Development Training Course Outline

Category	Corporate Governance	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In an increasingly interconnected and conscious world, **Ethical Leadership** and robust **Corporate Governance** have become paramount for sustainable organizational success. Training Course on Ethical Leadership and Corporate Governance in the ESG Era delves into the critical intersection of these pillars with the burgeoning **Environmental, Social, and Governance (ESG)** framework. Organizations are no longer judged solely on financial performance; their commitment to ethical practices, social responsibility, and transparent governance significantly impacts reputation, stakeholder trust, and long-term viability. This program equips leaders with the essential knowledge, practical tools, and strategic insights to champion ethical decision-making, implement effective governance structures, and drive genuine ESG integration, fostering a culture of integrity and resilience.

The **ESG era** presents both challenges and unparalleled opportunities for forward-thinking organizations. This course provides a deep dive into how **responsible business practices** contribute to value creation, risk mitigation, and enhanced competitive advantage. Participants will explore global best practices, regulatory landscapes, and the vital role of leadership in embedding ethical considerations across all facets of an enterprise. By embracing **sustainable governance**, fostering **board effectiveness**, and promoting **stakeholder capitalism**, organizations can build a future that is not only profitable but also purpose-driven, socially equitable, and environmentally sound.

Programme Curriculum

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10 days

Course Objectives

Upon completion of this training course, participants will be able to:

1. Define and differentiate key concepts of Ethical Leadership, Corporate Governance, and ESG .
2. Understand the evolving regulatory landscape and global standards impacting ethical conduct and governance.
3. Identify and mitigate ethical dilemmas and governance risks within their organizations.
4. Develop and implement robust ethical frameworks and codes of conduct.
5. Strengthen board effectiveness and diversity for enhanced decision-making.
6. Integrate ESG factors into corporate strategy, risk management, and reporting.
7. Enhance stakeholder engagement and foster trust and transparency.
8. Promote a culture of integrity, accountability, and social responsibility.
9. Lead with purpose and drive sustainable value creation.
10. Analyze and learn from case studies of both governance failures and ESG successes.
11. Implement best practices for ethical supply chain management.
12. Leverage technology for ESG data management and reporting.
13. Contribute to long-term organizational resilience and reputational excellence.

Organizational Benefits

- Demonstrating commitment to ethical leadership and ESG principles builds trust with customers, investors, and the public.
- Proactive governance and ethical conduct minimize the likelihood of costly scandals, fines, and legal challenges.
- Strong ESG performance attracts socially responsible investors and can lead to lower cost of capital.
- An ethical and purpose-driven culture fosters a positive work environment, attracting and retaining top talent.

- Effective engagement with all stakeholders leads to better collaboration and mutual value creation.
- Integrating ESG into strategy drives innovation, efficiency, and long-term competitiveness.
- Diverse and ethical governance structures lead to more informed and responsible strategic choices.
- Equipping leaders with knowledge of current and future ESG regulations ensures proactive compliance.

Target Audience

1. Board Members and Directors
2. C-Suite Executives
3. Senior Management across all departments
4. Compliance, Risk Management, and Legal Professionals
5. Sustainability and ESG Officers/Managers
6. Corporate Secretaries
7. Investors and Fund Managers focused on ESG
8. Consultants and Advisors in governance and sustainability

Course Outline

Module 1: Foundations of Ethical Leadership & Corporate Governance

- Defining ethical leadership in the modern enterprise.
- Core principles of effective corporate governance.
- The evolving relationship between ethics, leadership, and governance.
- Historical context and the impact of governance failures.
- Case Study: Enron Scandal – A Deep Dive into Governance Breakdown.

Module 2: The ESG Paradigm Shift

- Understanding Environmental, Social, and Governance (ESG) factors.
- The business case for ESG: value creation, risk mitigation, and competitive advantage.
- Global trends driving ESG adoption and investor expectations.
- Key ESG frameworks and their relevance.
- Case Study: Patagonia's commitment to environmental and social impact.

Module 3: Ethical Decision-Making Frameworks

- Exploring various ethical theories (e.g., utilitarianism, deontology, virtue ethics).
- Practical models for navigating complex ethical dilemmas.
- The role of personal values in organizational ethics.
- Building an ethical compass for leaders and employees.
- Case Study: Johnson & Johnson Tylenol Crisis – Ethical Response in a Crisis.

Module 4: Corporate Governance Structures & Board Effectiveness

- Roles and responsibilities of the Board of Directors.
- Board composition, diversity, and independence.
- Board committees: Audit, Nomination, Remuneration, and ESG.
- Board evaluation and continuous improvement.
- Case Study: Volkswagen Emissions Scandal – Board Oversight Failures.

Module 5: Integrating ESG into Corporate Strategy

- Mapping ESG risks and opportunities to business strategy.
- Developing a comprehensive ESG strategy aligned with organizational goals.
- Setting measurable ESG targets and KPIs.
- Embedding ESG across functional areas: operations, finance, HR.
- Case Study: Unilever's Sustainable Living Plan – Integrating Sustainability for Growth.

Module 6: Transparency, Reporting & Disclosure in the ESG Era

- Overview of major ESG reporting standards (GRI, SASB, TCFD, IFRS S1/S2).
- Best practices in ESG data collection, assurance, and reporting.
- Communicating ESG performance effectively to stakeholders.
- Avoiding "greenwashing" and ensuring authentic disclosures.
- Case Study: Danone's B Corp Certification and transparent impact reporting.

Module 7: Stakeholder Engagement & Responsible Business Conduct

- Identifying and prioritizing key stakeholders.
- Strategies for effective stakeholder communication and engagement.
- Building trust and managing stakeholder expectations.
- Addressing human rights, labor practices, and community impact.
- Case Study: Nike's evolution in addressing supply chain labor practices.

Module 8: Risk Management and Compliance

- Identifying and assessing ESG-related risks (climate, social, governance).
- Developing robust internal controls and compliance programs.
- Anti-corruption, anti-bribery, and whistleblowing policies.
- Regulatory compliance and legal implications of non-compliance.
- Case Study: Wells Fargo Fake Accounts Scandal – Compliance and Culture Breakdown.

Module 9: Ethical Culture and Leadership Development

- Fostering a culture of integrity, accountability, and psychological safety.
- The role of leadership in shaping organizational culture.
- Training and development programs for ethical leadership.
- Performance management and incentives aligned with ethical conduct.
- Case Study: Google's "Don't Be Evil" philosophy – Successes and Challenges.

Module 10: Digital Ethics & AI Governance

- Navigating ethical considerations in the digital age.
- Data privacy, cybersecurity, and responsible technology use.
- Ethical implications of Artificial Intelligence (AI) and automation.
- Developing AI governance frameworks.
- Case Study: Cambridge Analytica and Facebook – Data Ethics and Governance.

Module 11: Supply Chain Ethics & Sustainable Sourcing

- Assessing and managing ethical risks in global supply chains.
- Implementing sustainable and responsible sourcing practices.
- Due diligence for human rights and environmental impacts in the supply chain.
- Supplier codes of conduct and monitoring mechanisms.
- Case Study: Apple's efforts in responsible sourcing and labor practices.

Module 12: Sustainable Finance and Impact Investing

- Understanding the landscape of sustainable finance.
- ESG integration in investment decisions and portfolio management.
- Green bonds, social bonds, and impact investing.
- Measuring and reporting financial and non-financial impact.
- Case Study: BlackRock's commitment to ESG in investment strategies.

Module 13: Crisis Management & Ethical Leadership in Times of Change

- Preparing for and responding to ethical and governance crises.
- Effective communication during crises.
- Leading with integrity during organizational transformations.
- Building resilience through ethical leadership.
- Case Study: BP Deepwater Horizon Oil Spill – Crisis Management and Accountability.

Module 14: Future Trends in Ethical Leadership & ESG

- Emerging ESG regulations and standards.
- The rise of regenerative business models.
- The role of technology in accelerating ESG performance.
- Future of stakeholder capitalism and corporate purpose.
- Case Study: Innovations in circular economy models and their governance implications.

Module 15: Developing Your Ethical Leadership & Governance Action Plan

- Self-assessment of leadership and governance capabilities.
- Identifying areas for personal and organizational improvement.
- Developing a concrete action plan for implementing course learnings.
- Tools and resources for continuous improvement.
- Case Study: Participants presenting their personalized action plans.

Training Methodology

This course will employ a dynamic and interactive training methodology, combining:

- **Expert-led presentations** and engaging lectures.
- **Interactive group discussions** and peer learning.
- **Real-world case studies analysis** and problem-solving exercises.
- **Role-playing scenarios** for practical application of ethical frameworks.
- **Action planning sessions** for immediate organizational implementation.
- **Q&A sessions** with industry specialists.
- **Pre-reading materials** and supplementary resources.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

Ready to enroll or request a customized program? Book online or contact us:

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