Contracting & Legal · CL374

Ethical Leadership and Decision-Making in Modern Organisations

Building Integrity, Trust, and Accountability for Sustainable Organisational Success

Duration	Category	Ref
1 Week	**Contracting & Legal**	**CL374**
Language	Certificate	
English	**Certificate of attendance**	

Introduction

In an increasingly complex and transparent business environment, ethical leadership has become a fundamental requirement for organisational success. Leaders today must make decisions that balance business performance with integrity, fairness, and responsibility. This programme explores modern ethical challenges, decision-making frameworks, and the role of leaders in shaping an ethical culture. Through real-world case studies, interactive activities, and applied learning, participants will develop the skills and mindset needed to lead ethically and make sound decisions under pressure.

Course Objectives of Ethical Leadership and Decision-Making in Modern Organisations

At the end of this programme participants will be qualified to:

- Understand the principles and importance of ethical leadership in modern organisations.
- Identify ethical dilemmas and apply structured decision-making models.
- Build and sustain a culture of integrity, transparency, and accountability.
- Strengthen communication, influence, and trust-building skills.
- Manage conflicts of interest and handle ethical issues in complex situations.
- Align ethical behaviour with corporate governance standards and organisational values.

Course Methodology of Ethical Leadership and Decision-Making in Modern Organisations

- Enhanced organisational reputation and stakeholder trust.
- Reduced risk related to unethical behaviour, misconduct, and compliance violations.
- Improved leadership alignment, collaboration, and decision quality.
- Stronger organisational culture and higher employee engagement.

Organisational Impact of Ethical Leadership and Decision-

Making in Modern Organisations

- Improved visibility into digital workplace performance.
- Reduced IT incidents through proactive monitoring and insights.
- Enhanced user satisfaction and productivity.
- Better alignment between IT operations and end-user experience goals.

Personal Impact of Ethical Leadership and Decision-Making in Modern Organisations

- Increased confidence in handling ethical dilemmas and tough decisions.
- Improved leadership credibility and influence.
- Stronger emotional intelligence and situational judgment.
- Expanded professional capability in governance, responsibility, and transparency.

Target Audience of Ethical Leadership and Decision-Making in Modern Organisations

- Senior and Middle Managers
- Team Leaders and Supervisors
- HR, Compliance, and Governance Professionals
- Future leaders and high-potential employees
- Board Advisors and Organisational Development personnel

Course Outlines

DAY 1

Fundamentals of Ethical Leadership

- Ethics, integrity, and leadership values in today’s business context
- Ethical leadership vs. traditional leadership
- Components of ethical organisational culture
- Case Study: Consequences of ethical failures in global companies

Day 2

Ethical Decision-Making Models & Frameworks

- Understanding ethical dilemmas and grey-area decisions
- Decision-making frameworks (Utilitarian, Rights-based, Justice, Virtue ethics)
- Practical tools for ethical risk assessment
- Group Activity: Applying frameworks to real case scenarios

Day 3

Building a Culture of Ethics and Accountability

- Role of leadership in shaping ethical culture
- Accountability systems & transparency practices
- Organisational policies, governance, and whistle-blowing mechanisms
- Workshop: Designing an ethical culture roadmap

Day 4

Communication, Influence & Conflict Management

- Communicating ethical expectations effectively
- Managing resistance and ethical conflicts
- Leading with emotional intelligence and empathy
- Simulation: Handling ethical conflict situations

Day 5

Ethical Compliance, Monitoring & Future Challenges

- Ethics in digital transformation, AI, and globalisation
- Managing conflicts of interest and decision-making under pressure
- Building an ethical leadership strategy and personal action plan
- Final Group Presentation & Feedback

Ask us for a date for this course

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