Contracting & Legal · CL278

# Navigating Ethical Challenges in Public Sector Companies (PSC)

Manama (Bahrain) · 13 - 17 Dec 2026

| Date | Venue | Duration |
|---|---|---|
| **13 - 17 Dec 2026** | **Manama (Bahrain)** | **1 Week** |
| Fee | Ref | Language |
| **£3,650 GBP** | **CL278** | **English** |

## Introduction

Public Sector Companies (PSCs) play a critical role in delivering essential services and driving socio-economic development. However, the nature of these organizations often exposes them to unique ethical challenges, such as conflicts of interest, transparency issues, and governance complexities. In recent years, stakeholders have placed increasing emphasis on the importance of ethical behavior and integrity within PSCs, calling for greater accountability, transparency, and adherence to ethical standards.

This training program is designed to equip participants with a comprehensive understanding of the ethical challenges that arise in public sector operations and governance. Through a blend of theoretical insights, practical case studies, and interactive discussions, participants will explore the key ethical principles and standards that guide decision-making in PSCs. The course will delve into effective strategies for fostering a culture of ethics, preventing unethical practices, and promoting integrity at all organizational levels.

Participants will also learn about the role of leadership in maintaining ethical conduct, the impact of ethical behavior on organizational reputation and public trust, and the development of robust ethical frameworks to support compliance. By the end of this training, participants will be empowered to address ethical dilemmas confidently, ensure compliance with legal and regulatory requirements, and contribute to building a transparent and accountable public sector environment.

## Course Objective of Navigating Ethical Challenges

### By the end of this course, participants will be able to:

- Understand the ethical principles and frameworks applicable to PSCs.
- Identify and analyze common ethical challenges faced by PSCs.
- Develop strategies for promoting ethical behavior and decision-making.
- Implement effective governance practices to support ethical conduct.
- Build a culture of ethics and integrity within their organizations.

- Enhance transparency and accountability in public sector operations.
- Address conflicts of interest and prevent unethical practices.
- Strengthen the organization’s reputation and public trust.

## Organizational Impact of Navigating Ethical Challenges

### The course will enable organizations to:

- Foster a culture of ethics, accountability, and transparency.
- Enhance stakeholder trust and public confidence in the organization.
- Minimize risks related to unethical behavior and governance issues.
- Improve compliance with legal and regulatory requirements.
- Strengthen decision-making processes by incorporating ethical considerations.
- Promote sustainable and responsible governance practices.

## Personal Impact of Navigating Ethical Challenges

### Participants will:

- Gain a deep understanding of ethical challenges and governance issues in PSCs.
- Develop critical thinking and problem-solving skills to address ethical dilemmas.
- Learn practical strategies to promote ethical behavior and integrity.
- Increase their awareness of the consequences of unethical practices.
- Improve their ability to communicate ethical expectations and build trust.
- Become champions of ethical conduct and governance within their organizations.

## Who Should Attend

### This course is designed for professionals involved in the governance, management, and oversight of PSCs, including:

- Public Sector Executives and Managers
- Ethics and Compliance Officers
- Governance and Risk Management Professionals
- Legal and Regulatory Affairs Specialists
- Internal Audit and Control Professionals
- Policy Makers and Government Officials
- Any professional seeking to strengthen their understanding of ethics and governance in PSCs

## Course Outline

### Day 1

### Foundations of Ethics and Governance in PSCs

- Understanding the Role of PSCs: Mission, Values, and Ethical Obligations
- Key Ethical Principles and Frameworks for PSCs
- Ethical Standards and Regulatory Requirements in Public Sector Governance
- Identifying Ethical Challenges Unique to PSCs
- Case Study: Ethical Issues in Public Sector Operations and Governance
- Developing an Ethical Code of Conduct for a PSC

### Day 2

### Strategies for Addressing Ethical Challenges

- Analyzing Common Ethical Dilemmas: Conflicts of Interest, Corruption, and Transparency
- Best Practices for Preventing and Managing Ethical Issues
- Designing and Implementing Ethics and Compliance Programs
- Role of Leadership in Promoting Ethical Behavior and Governance
- Ethical Decision-Making Models and Their Application
- Developing an Action Plan to Address an Ethical Dilemma

## Day 3

## Governance Practices and Transparency

- Governance Models and Structures for Public Sector Organizations
- Enhancing Transparency and Accountability in PSC Operations
- Building Robust Internal Control Systems to Support Ethics
- Implementing Effective Whistleblowing and Reporting Mechanisms
- Case Study: Successful Governance Practices in Leading PSCs
- Responding to Ethical Misconduct in a Governance Role

## Day 4

## Building a Culture of Ethics and Integrity

- Elements of an Ethical Organizational Culture: Values, Behaviors, and Practices
- Strategies for Fostering a Culture of Ethics and Integrity
- Creating Ethics Training and Awareness Programs for Employees
- Communicating Ethical Expectations and Managing Ethical Performance
- Monitoring and Evaluating the Effectiveness of Ethical Culture Programs
- Designing an Ethics Training Program for PSC Employees

## Day 5

## Enhancing Ethical Performance and Sustainability

- Continuous Improvement in Ethics and Governance: Tools and Techniques
- Evaluating and Updating Ethical Policies and Governance Frameworks
- Leveraging Technology to Support Ethical Conduct and Transparency
- Developing Metrics and KPIs for Monitoring Ethical Performance
- Presenting an Ethical Governance Strategy for a Hypothetical PSC
- Course Review and Feedback: Preparing an Action Plan for Real-World Implementation

### Register or ask about this course online

https://www.hplustraining.com/cities/Manama/50404

training@hplustraining.com · +44 74 0108 8599 · +90 539 827 59 14