



AUDITING AND GOVERNANCE RISK AND COMPLIANCE

Governance and Anti Corruption

Course code: AGRC-020

SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

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— Workshop Overview

Strong governance and effective anti-corruption practices are essential for maintaining organisational integrity, protecting public and private resources, and building trust among stakeholders. In an increasingly complex regulatory and business environment, organisations face growing expectations to demonstrate transparency, accountability, ethical leadership, and effective controls against bribery, fraud, conflicts of interest, and abuse of authority. Corruption can undermine organisational performance, distort procurement decisions, increase operational costs, damage reputations, and expose organisations and individuals to serious legal and financial consequences. These risks affect both public and private sector institutions, particularly where decision-making authority, financial transactions, third-party relationships, and access to valuable resources are involved. Effective anti-corruption management requires more than written policies. Organisations must establish clear governance structures, identify corruption vulnerabilities, implement proportionate preventive controls, encourage ethical conduct, and develop credible mechanisms for reporting, investigating, and addressing suspected misconduct. The Governance and Anti Corruption course provides participants with a comprehensive understanding of corporate and institutional governance principles, corruption risk management, anti-bribery frameworks, internal controls, and organisational accountability. Participants examine internationally recognised governance and anti-corruption principles, including relevant aspects of the United Nations Convention against Corruption, ISO 37001, and applicable anti-bribery legislation such as the UK Bribery Act and the US Foreign Corrupt Practices Act. Through practical case studies, corruption risk assessments, governance reviews, and compliance workshops, participants develop the skills needed to strengthen organisational integrity, prevent misconduct, and support transparent, accountable decision-making.

Why Attend

The programme combines instructor-led discussions, governance framework analysis, anti-corruption case studies, regulatory reviews, practical risk assessment exercises, and interactive compliance workshops. Participants examine realistic corruption scenarios involving procurement manipulation, facilitation payments,

Who Should Attend

Corporate governance professionals and board secretaries
Compliance officers and anti-corruption specialists
Internal auditors and audit managers
Risk management professionals
Legal and regulatory affairs professionals
Public sector managers and government officials

— Learning Objectives

- Explain the principles of good governance, accountability, transparency, and organisational integrity

- Identify major forms, causes, and consequences of corruption
- Understand key international anti-corruption frameworks and relevant regulatory obligations
- Evaluate governance structures and oversight responsibilities for corruption prevention
- Conduct corruption and bribery risk assessments across organisational activities
- Develop and strengthen anti-bribery and anti-corruption policies
- Apply internal controls to procurement, financial transactions, and third-party relationships
- Identify, disclose, and manage conflicts of interest
- Recognise corruption red flags and suspicious transaction patterns
- Establish effective whistleblowing, reporting, and investigation arrangements
- Promote ethical leadership and an organisational culture of integrity
- Develop a practical governance and anti-corruption improvement framework

Course Outline

**DAY
1**

Foundations of Good Governance, Ethics and Anti-Corruption

- Understanding governance principles, including transparency, accountability, fairness, integrity, responsibility, and effective organisational oversight
- Examining the roles of governing bodies, senior management, audit committees, compliance functions, and internal auditors in preventing corruption
- Defining corruption and distinguishing bribery, embezzlement, abuse of authority, influence peddling, nepotism, favouritism, and conflicts of interest
- Evaluating the financial, operational, legal, social, and reputational consequences of corruption in public and private sector organisations
- Reviewing international anti-corruption frameworks, including the United Nations Convention against Corruption, ISO 37001, the UK Bribery Act, and the US Foreign Corrupt Practices Act, with attention to jurisdictional applicability
- Practical workshop: Assessing an organisation's governance arrangements and identifying weaknesses that could increase exposure to corruption and unethical conduct

**DAY
2**

Corruption Risk Assessment and Anti-Bribery Compliance Frameworks

- Understanding corruption risk management and its integration with enterprise risk management, compliance programmes, and organisational governance
- Identifying corruption vulnerabilities across procurement, contracting, licensing, recruitment, financial transactions, donations, sponsorships, and third-party engagements
- Applying risk assessment techniques to evaluate corruption likelihood, potential impact, control effectiveness, and residual risk
- Developing anti-bribery and anti-corruption policies covering prohibited conduct, gifts and hospitality, facilitation payments, charitable contributions, and political donations
- Examining anti-bribery management system principles, including leadership commitment, compliance responsibilities, risk-based controls, monitoring, and continual improvement
- Hands-on exercise: Developing a corruption risk register and proposing proportionate preventive and detective controls for high-risk organisational activities

**DAY
3**

Internal Controls, Procurement Integrity and Third-Party Due Diligence

- Designing internal controls that support segregation of duties, approval authorities, financial transparency, transaction documentation, and independent oversight
- Identifying corruption risks in procurement and contracting, including bid manipulation, collusion, undisclosed relationships, kickbacks, and improper supplier selection
- Applying integrity safeguards to tendering, bid evaluation, contract award, contract variation, payment approval, and supplier performance management

- Developing third-party due diligence procedures for agents, consultants, suppliers, intermediaries, joint venture partners, and other external relationships
- Establishing procedures for declaring, evaluating, mitigating, and monitoring actual, potential, and perceived conflicts of interest
- Practical case study: Investigating a simulated procurement integrity scenario and recommending improvements to supplier due diligence, conflict management, and internal controls

DAY
4

Corruption Detection, Whistleblowing and Misconduct Investigation

- Recognising corruption warning signs, including unusual payments, unexplained contract changes, inappropriate gifts, suspicious supplier relationships, and inconsistent financial records

- Applying monitoring, compliance reviews, internal audit procedures, and transaction analysis to identify possible bribery and corruption indicators
- Designing accessible and confidential whistleblowing channels, reporting procedures, anti-retaliation safeguards, and escalation arrangements
- Understanding preliminary allegation assessment, investigation planning, evidence preservation, interviews, documentation, and confidentiality requirements
- Evaluating investigation outcomes, disciplinary processes, regulatory reporting considerations, remediation measures, and the importance of procedural fairness
- Simulation exercise: Responding to a reported corruption allegation by preparing an initial assessment, investigation plan, evidence checklist, and corrective action recommendations

DAY

5

Ethical Leadership, Governance Assurance and Anti-Corruption Strategy

- Strengthening ethical leadership through management commitment, consistent conduct, clear accountability, and effective communication of organisational values
- Developing anti-corruption awareness programmes, role-specific training, integrity declarations, and employee engagement initiatives
- Establishing governance assurance mechanisms through compliance monitoring, internal audit, management reporting, and independent review
- Measuring anti-corruption programme effectiveness using risk indicators, control testing results, training completion, reporting trends, and remediation progress
- Developing a governance and anti-corruption improvement roadmap incorporating policy development, risk prioritisation, resource allocation, stakeholder engagement, and continuous monitoring
- Capstone exercise: Developing and presenting a Comprehensive Governance and Anti-Corruption Framework incorporating governance responsibilities, corruption risk assessment, anti-bribery policies, internal controls, third-party due diligence, whistleblowing procedures, investigation protocols, and an implementation roadmap

— Upcoming Classroom Dates

Schedule available on request. Contact SPARK Training for current dates, locations, and fees.

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.