



# ETHICS IN FINANCE

## ONLINE TRAINING

*Date: 25 & 26 November and 02 & 03 December 2021*

## INTRODUCTION AND OBJECTIVE

The financial crisis and countless corporate scandals have shed light on the significant financial, social and environmental costs of unethical and illegal behavior. Why then does such misbehavior still happen with at the frequency we see and what can organizations do about it?

This course will provide the participants with an understanding and a ready-to-implement toolbox to improve ethical awareness and decisions in their organizations.

In particular, the learning objectives of the workshop are to:

1. Recognize whether an issue has ethical implications
2. Solve professional ethical dilemmas
3. Be able to voice and defend their own values
4. Assess the values of the organization in which they work
5. Implement effective CSR activities

## METHODOLOGY

The course is based on active learning (interaction and case-study methodology) and action learning (a mix between rigorous frameworks and practical cases).

This course is NOT a webinar but an interactive programme. Participants are encouraged to be engaged in the sessions and to this end to have their webcam on and a well-functioning microphone.

## TARGET GROUP

The course targets middle and senior managers working in the financial sector.

## LANGUAGE

A good command of English is required.

# ETHICS IN FINANCE

## ONLINE TRAINING

*Date: 25 & 26 November and 02 & 03 December 2021*

## TRAINER

---

**Mr Marco Clemente**, Ph.D. Associate Professor of Strategy and CSR at IESEG School of Management;

**Ms Sophie Mitchell**, Luxembourg Réviseur d'Entreprises (Chartered Accountant), former partner within Deloitte Luxembourg with 29 years of audit experience and 10 years in executive role at Deloitte Luxembourg, lecturer at IESEG School of Management.

## DURATION & DATE

---

Online - 4 sessions of 3.5 hours each

The 4 sessions will be divided between the two trainers.

Dates: 25 & 26 November and 02 & 03 December 2021.



From 9 to 12.30 AM CET

## PLATFORM & TECHNICAL REQUIREMENTS

---

WebEx

In order to join the course participants are requested to have:

-  a stable internet connection
-  a device (preferably a PC) with well-functioning microphone and webcam (mandatory in order to be able to interact with the trainer and their peers).

## CONTENT

---

### **Session 1: What is ethical? How to solve an ethical dilemma?**

1. The value of business ethics
  - a. Cases and exercises
2. Difference between ethics and compliance
3. Difference between an ethical dilemma and a moral temptation
4. The 7 steps to solve any ethical dilemma
  - a. Cases and exercises

### **Session 2: Why do good people make unethical / illegal decisions?**

1. The ethical decision-making process
2. Individual and psychological factors that influence the decision-making process
  - a. Cases and exercises
3. Situational and contextual factors that influence the decision-making process
  - a. Cases and exercises

### **Session 3: Become an ethical leader: Speaking-up and Organizational Culture**

1. Organizational culture and ethical leadership:
  - a. Cases and exercises

## ETHICS IN FINANCE

### ONLINE TRAINING

*Date: 25 & 26 November and 02 & 03 December 2021*

2. How to speak-up and give voice to values (GVV)
  - a. Cases and exercises

#### **Session 4: CSR, sustainability and firm performance**

1. Shareholder Value Maximization vs. Stakeholder Perspective
2. The CSR pyramid: Economic, legal, ethical and philanthropic responsibilities
3. Sustainability and firm performance
4. Cases and exercises

## REGISTRATION

---

Send your filled registration forms via email at KBA, or contact us at:  
[kbatrainingcenter@bankassoc-kos.com](mailto:kbatrainingcenter@bankassoc-kos.com) or **038 246 171**