



**“Shedding
Light
on Skills
Development”**



Kwelanga

TRAINING

engage | inspire | elevate

Fraud and Ethics (1 Day)

A Specialised Kwelanga Training Programme

INTRODUCTION

Fraud is known to have increased in organisations and corruption in certain areas is rife. Do we participate in this type of behaviour or turn a blind eye to it? Organisations desire to attract employees who have high ethics and stand firm against fraudulent activities. Unfortunately, this is not always the result. Individuals come from different backgrounds and as such have different drivers, morals and values. Honourable ethics and corruption are on opposite sides of the pole.

This programme is designed to raise moral standards as a counter to potential or real corruption within a work environment. The focus is on ethics and not corporate governance. Unethical behaviour in organisations is dangerous. Ethics is about consistency.

WHAT THIS COURSE CAN DO FOR YOU...

- Explain the concept of personal ethics in relation to the moral compass.
- Understand the role of a code of conduct in a work environment, according to ethical principles.
- Explore potential conflict between personal value systems and an organisational code of conduct.
- Assist employees to uphold the code of conduct within a work team.
- Consequences of non-compliance are identified.

TARGET AUDIENCE

This programme is intended for all persons who need to apply an organisation's code of conduct in a work environment.

COURSE CONTENT

The Concept of Ethics in Relation to the 'Moral Compass'

- Components of the 'moral compass'
 - Individual vs Collective
 - Behaviour vs Outcome
 - Morality and the organisation
 - Morality and accountability
- Identify team members' positions on the 'moral compass'
- Relationship between ethics and the constitution
 - Group and individual rights and responsibilities

The Role of a Code of Conduct in a Work Environment According to Ethical Principles

- Explain the code of conduct
 - The role of a code of conduct in a business environment
- Compare the code of conduct to the principles in the constitution and the 'moral compass'

Uphold the Code of Conduct within the Work Team

- Potential conflict between a personal value system and an organisational code of conduct
- Consequences of non-compliance with a code
 - Misconduct
- Apply the aspects of the code of conduct
- Identify examples of deviations from the code of conduct
 - Fraud
 - Staff pilferage
 - How to detect unethical conduct in a business unit
 - Taking remedial action
- Importance of reporting deviations
 - Uphold the code of conduct within the work team

A Way Forward – Personal Elevation Plan

TRAINING METHODOLOGY

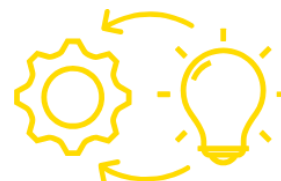


Our training methodology is designed with a core focus: to ensure that the knowledge acquired translates into tangible results, adding substantial value and visibly improving performance within the workplace.

We employ an outcomes-based approach, fostering active engagement through highly interactive, facilitator-led sessions.

WHAT WE OFFER

- Public Courses vs Closed Group Training
- Face-To-Face Training (F2F)
- Virtual Instructor-Led Training (VILT)
- Customisation
- Impact Compass
- myQuest LMS



POST COURSE ASSISTANCE

Contact the Coach” – Bridging Learning for Business Results

We offer a continued learning relationship providing **FREE** access to post course support to embed the knowledge gained. Our advisors are subject matter experts in each area of specialisation.

Delegates can ‘Contact the Coach’ for support, Information or assistance with additional questions regarding the application of theory covered during the course.



Personal Elevation Plan – Bridging the Gap from Training to Workplace Application

The Personal Elevation Plan isn’t just a takeaway – it’s a structured, practical guide that helps delegates seamlessly transition their learning into real-world action.



Sustained Development and Accountability: By tracking progress and engaging with their managers, delegates stay committed to their growth, making learning an active part of their professional journey.

A Tool for Measurable Impact: Rather than training being a one-time event, this plan enables organisations to see tangible results by embedding new skills into everyday work.

A Catalyst for Meaningful Conversations: Ideal for one-on-one coaching and performance discussions, the plan encourages ongoing development dialogues between delegates and their managers

OUR COMMITMENT TO YOU ...

Kwelanga Training’s Commitment

*To develop and inspire each individual to be the best that they can be.
To assist clients in the transfer of skills and positive behaviour change.*