

EVENT BROCHURE

# Ethics and Governance in HR

Upcoming Training Event

Istanbul, Türkiye - 24 October 2026

Skillslab Training Provider

Skills for Tomorrow's World 



## Course Description

### Course Overview

Ethics and Governance in HR is a comprehensive, knowledge-based training program designed to strengthen ethical decision-making, accountability, and governance practices within human resources functions. The course explores how ethical principles and governance frameworks guide HR policies, people-related decisions, and organizational conduct, ensuring fairness, transparency, and trust across the workforce.

This course is particularly important for new managers, supervisors, and team leaders who are frequently involved in sensitive HR-related decisions such as recruitment, performance evaluation, employee relations, and disciplinary actions. As part of leadership training for new managers, the program builds a clear understanding of ethical responsibilities, governance roles, and risk awareness. The workplace value lies in reducing ethical breaches, enhancing organizational credibility, ensuring compliance with internal policies, and fostering a culture of integrity and responsible leadership.

### Key Outcomes

- By the end of this program, participants will be able to explain the principles of ethics and governance in HR management.
- By the end of this program, participants will be able to understand the role of governance frameworks in HR decision-making.
- By the end of this program, participants will be able to identify ethical risks associated with HR practices.
- By the end of this program, participants will be able to apply ethical judgment in people management as first-time managers.
- By the end of this program, participants will be able to recognize conflicts of interest and manage them appropriately.
- By the end of this program, participants will be able to support transparency and fairness in HR-related processes.

- By the end of this program, participants will be able to understand accountability and oversight responsibilities in HR.
- By the end of this program, participants will be able to contribute to ethical culture and responsible leadership behaviors.
- By the end of this program, participants will be able to align HR governance with organizational values and objectives.

### **Who Should Attend**

- First-time managers and newly appointed supervisors
- Team leaders and section heads
- High-potential employees preparing for leadership roles
- Human resources and employee relations professionals
- Compliance, audit, and governance teams
- Managers involved in recruitment, performance, or disciplinary decisions
- Department heads responsible for people management and policy implementation

**Prerequisites:** No prerequisites. Basic supervisory or people management responsibility is recommended.

### **Course Outline by Modules**

#### **Day 1: Foundations of Ethics in Human Resources**

- Definition and importance of ethics in HR
- Ethical principles and values in people management
- Role of HR in promoting ethical behavior
- Common ethical dilemmas in HR environments
- Responsibilities of managers in ethical decision-making

#### **Day 2: Governance Frameworks and HR Accountability**

- Concept of governance in organizations
- HR governance structures and oversight mechanisms
- Roles and responsibilities of management and HR

- Policies, procedures, and internal controls
- Accountability and documentation in HR decisions

**Day 3: Ethical Risks and Compliance in HR Practices**

- Identifying ethical risks in recruitment and selection
- Fairness and objectivity in performance management
- Ethics in promotion, rewards, and disciplinary actions
- Confidentiality and data protection responsibilities
- Managing complaints and grievances ethically

**Day 4: Ethical Leadership and Decision-Making**

- Ethical leadership behaviors and expectations
- Decision-making frameworks for ethical dilemmas
- Managing conflicts of interest
- Balancing organizational interests and employee rights
- Role of managers as ethical role models

**Day 5: Building an Ethical Culture and Sustainable Governance**

- Embedding ethics into HR systems and processes
- Communication and awareness of ethical standards
- Monitoring ethical behavior and governance effectiveness
- Responding to ethical breaches and misconduct
- Sustaining ethics and governance over time

**Methodology**

The course is delivered using a primarily theoretical approach, focusing on structured concepts, ethics frameworks, and governance principles relevant to HR functions. Content is presented through clear explanations, conceptual models, and simplified organizational scenarios that illustrate ethical challenges without relying on complex simulations or heavy workshops.

Interaction is maintained through individual reflection and light group discussions, allowing participants to share perspectives and link concepts to their managerial responsibilities. The interaction level is designed to support knowledge transfer while encouraging thoughtful discussion. Training materials include summary sheets, a participant workbook, and simple templates or reference tools that can be reviewed or completed on a computer. Optional minimal pre-work or follow-up support may be provided upon request only.

### **Assessment & ROI**

Participant understanding is assessed during the session through short quizzes, guided question-and-answer discussions, and recap checks at key stages of the course. These in-session assessments ensure comprehension of ethical principles, governance roles, and HR responsibilities.

Organizations may evaluate the return on investment internally through indicators such as reduced ethical incidents, improved compliance outcomes, manager evaluation results, or strengthened employee trust.

Internal measurement is managed by the client organization and is outside the scope of our delivery. Optional follow-up discussions or clarification sessions can be arranged upon request only.

### **Instructor Profile**

Instructor assignment depends on the delivery date and city. We work with a global pool of trainers. Please contact us to confirm the most suitable available instructor for this course based on schedule and location.

### **Conclusion**

Ethics and Governance in HR is a strategic learning solution that supports responsible people management and strengthens organizational integrity. As part of a broader new manager leadership course portfolio, it complements first-time manager training, management skills training, and supervisor leadership programs by reinforcing leadership fundamentals related to ethical conduct and governance. The course equips managers with the knowledge needed to handle HR responsibilities ethically, reduce risk, and contribute to a transparent and accountable workplace. Organizations are invited to contact us to tailor the delivery format, whether onsite, online, or blended, and to select suitable duration options. Participants receive a certificate of completion upon

successful attendance, reinforcing the professional value of this leadership development for team leaders program.

# Contact Us

To secure your place or request further information about this event, please contact us:

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