MERCURY

Governance & Leadership Integrity Excellence

8 – 12 February 2027
Kigali (Rwanda)



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Introduction

The Governance & Leadership Integrity Excellence course strengthens ethical decision-making, responsible leadership, and sound organizational oversight. It examines how governance frameworks support accountability, transparency, and trust across public, private, and non-profit environments. It explores the role of leadership integrity in shaping culture, guiding conduct, and protecting institutional credibility. Participants will study practical concepts that connect governance and compliance with leadership behavior and performance. The program emphasizes clear thinking, principled action, and sustainable leadership standards. It helps learners build a stronger foundation for ethical governance and leadership excellence in complex settings.

Targeted Groups

This Governance & Leadership Integrity Excellence training targets professionals seeking knowledge and skills:

- Board members and directors.
- Senior executives and managers.
- Governance and compliance officers.
- Risk and audit professionals.
- Public sector leaders.
- Policy and strategy teams.
- HR and organizational development staff.
- Emerging leaders and supervisors.

Course Objectives

Participants will achieve the following objectives by completing the Governance & Leadership Integrity Excellence course:

- Understand governance principles and leadership integrity.
- Identify the link between ethics and accountability.
- Recognize standards for transparent decision-making.
- Strengthen oversight, responsibility, and trust.
- Apply governance and compliance concepts effectively.
- Evaluate leadership behavior in ethical contexts.
- Support a culture of integrity in teams.
- Improve judgment in complex organizational situations.

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Targeted Competencies

Participants will gain the following competencies during the Governance & Leadership Integrity Excellence program:

- Ethical reasoning.
- Governance analysis.
- Accountability mindset.
- Transparent communication.
- Leadership self-discipline.
- Compliance awareness.
- Stakeholder trust building.
- Integrity-based decision-making.

Studying Scenarios

In this Governance & Leadership Integrity Excellence training, participants develop skills through the following scenarios:

- Managing an ethical conflict in leadership.
- Responding to weak governance practices.
- Reviewing a board-level accountability issue.
- Addressing a compliance breach with integrity.
- Restoring trust after poor decision-making.

Course Content

Unit 1: Foundations of Governance and Leadership Integrity

- Define governance as a structure for direction, control, and responsibility.
- Explain leadership integrity as consistent ethical behavior in action.
- Explore the relationship between values, conduct, and trust.
- Identify the core principles of transparency, accountability, and fairness.
- Distinguish between formal authority and moral leadership.
- Examine how governance and leadership reinforce each other.
- Recognize why ethical leadership matters in every institution.
- Build a shared language for governance and leadership excellence.

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Unit 2: Governance Frameworks, Roles, and Responsibilities

- Describe the main components of a governance framework.
- Clarify the responsibilities of boards, executives, and oversight bodies.
- Compare governance roles across the public, private, and nonprofit sectors.
- Explain how policies guide decision-making and behavior.
- Review reporting lines, delegation, and accountability structures.
- Identify the importance of documentation and role clarity.
- Examine how governance supports consistency across departments.
- Strengthen understanding of governance as a strategic discipline.

Unit 3: Ethical Leadership, Values, and Organizational Culture

- Define ethical leadership training as a path to becoming a trusted leader.
- Analyze how personal values influence organizational behavior.
- Explore the leader's role in shaping culture and standards.
- Identify behaviors that strengthen or damage credibility.
- Discuss integrity in leadership as a daily practice rather than a theory.
- Examine how role modeling affects employee conduct.
- Connect organizational ethics with long-term performance.
- Build awareness of conduct, tone, and leadership examples.

Unit 4: Accountability, Compliance, and Risk Oversight

- Explain accountability as ownership of decisions and outcomes.
- Understand governance and compliance as linked management priorities.
- Review the purpose of internal controls and oversight mechanisms.
- Identify common governance risks that affect institutions.
- Explore how weak controls lead to reputational damage.
- Examine risk oversight as a leadership responsibility.
- Discuss how reporting and review support corrective action.
- Strengthen the ability to prevent, detect, and respond to issues.

Unit 5: Leadership Excellence, Stakeholder Trust, and Sustainable Performance

- Define leadership excellence through trust, clarity, and consistency.
- Explain how to establish stakeholder trust through visible integrity.
- Explore the role of communication in maintaining confidence.
- Review methods for aligning ethics with strategic goals.
- Examine how governance supports sustainable performance over time.
- Identify leadership habits that improve resilience and cooperation.
- Discuss reputation as a result of disciplined conduct.
- Consolidate governance, ethics, and leadership into one practice model.

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Final Insights & Key Takeaways

Governance & Leadership Integrity Excellence builds the mindset and discipline required for responsible leadership in demanding environments. Strong governance, ethical conduct, and accountability create the foundation for trust, stability, and long-term institutional success.