MERCURY

Ethical Governance Systems Public Sector Leadership & Governance

19 – 23 April 2027
Barcelona (Spain)



Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
Amman - Jordan: +962 79 712 3347

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Ref: 121560_1080257 **Date:** 19 – 23 April 2027 **Location:** Barcelona (Spain) **Fees:** 5600 Euro

Introduction

Ethical governance is the foundation of credible public institutions, effective leadership, and sustainable national development. This Ethical Governance Systems Public Sector Leadership & Governance course provides an understanding of how governance systems shape accountability, integrity, transparency, and responsible decision-making in the public sector. Participants will examine the relationship between ethical leadership and institutional performance, focusing on policy implementation, regulatory oversight, and public trust. The program explores the standards, procedures, and values that support good governance across ministries, agencies, municipalities, and public service organizations. Through a theoretical and practical lens, learners will gain clarity on how ethical frameworks improve service delivery, reduce misconduct, and strengthen organizational legitimacy. Participants will analyze governance challenges and apply principled leadership approaches in complex public environments.

Targeted Groups

This Ethical Governance Systems Public Sector Leadership & Governance training targets professionals seeking knowledge and skills:

- Public sector leaders and managers.
- Government employees and administrators.
- Policy and governance professionals.
- Compliance and audit officers.
- Ethics and integrity coordinators.
- Institutional development specialists.
- Public administration practitioners.
- Decision-makers in regulatory bodies.

Course Objectives

Participants will achieve the following objectives by completing the Ethical Governance Systems Public Sector Leadership & Governance course:

- Understand the principles of ethical governance in public institutions.
- Explain the role of leadership in accountability and transparency.
- Identify governance weaknesses that affect public trust.
- Analyze ethical risks in public decision-making and policy execution.
- Distinguish between compliant behavior and responsible governance practice.
- Apply sound judgment in situations involving integrity, fairness, and public duty.
- Strengthen leadership awareness in complex administrative settings.

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- Improve the quality of governance through structured ethical thinking.

Targeted Competencies

Participants will gain the following competencies during the Ethical Governance Systems Public Sector Leadership & Governance program:

- Ethical reasoning in public service contexts.
- Governance analysis and institutional evaluation.
- Accountability and transparency awareness.
- Leadership judgment under policy and compliance pressure.
- Risk recognition in administrative processes.
- Public trust protection through responsible conduct.
- Communication of governance standards with clarity.

Studying Scenarios

In this Ethical Governance Systems Public Sector Leadership & Governance training, participants develop skills through the following scenarios:

- Reviewing a public-sector case involving weak accountability and ethical failure.
- Evaluating leadership decisions during a compliance challenge.
- Studying how transparency improves trust in a government service unit.
- Analyzing a policy implementation issue linked to governance gaps.

Course Content

Unit 1: Foundations of Ethical Governance Systems

- Define ethical governance and its role in public administration.
- Explain how governance systems support legitimacy and public confidence.
- Identify the core values of integrity, fairness, accountability, and transparency.
- Explore the connection between ethics, leadership, and institutional performance.
- Examine the difference between formal rules and ethical responsibility.
- Discuss how governance culture influences behavior across public organizations.
- Review the importance of public interest in decision-making.
- Understand how ethical standards support long-term institutional stability.

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Unit 2: Public Sector Leadership and Responsible Decision-Making

- Describe the responsibilities of leaders in public governance.
- Analyze how leadership style influences ethical conduct in teams.
- Examine how leaders shape organizational norms and behavior.
- Identify barriers to responsible decision-making in government settings.
- Evaluate the role of judgment, fairness, and consistency in leadership practice.
- Study how public leaders balance policy demands with ethical obligations.
- Discuss the impact of leadership credibility on employee performance.
- Explore how leadership actions affect citizen trust and service quality.

Unit 3: Accountability, Transparency, and Oversight Mechanisms

- Explain the meaning of accountability in public institutions.
- Identify transparency practices that strengthen the credibility of governance.
- Examine oversight tools used to monitor conduct and performance.
- Discuss reporting structures that support ethical control.
- Analyze how audit, review, and supervision reduce misuse of authority.
- Explore the role of internal controls in governance systems.
- Study the value of open communication in public administration.
- Understand how visible standards improve institutional trust.

Unit 4: Ethics, Compliance, and Public Integrity Management

- Define public integrity and its significance in government service.
- Examine the relationship between ethics codes and compliance systems.
- Identify common integrity risks in public sector operations.
- Analyze cases involving conflicts of interest and misuse of power.
- Discuss methods for preventing misconduct through policy alignment.
- Explore the role of ethical procedures in reducing administrative abuse.
- Review how integrity management supports fair and lawful service delivery.
- Understand the importance of discipline, responsibility, and professional conduct.

Unit 5: Governance Reform, Institutional Performance, and Public Trust

- Discuss how governance reform improves public sector effectiveness.
- Examine the role of ethical leadership in institutional renewal.
- Analyze performance outcomes linked to strong governance systems.
- Identify the causes of weak public trust and institutional dissatisfaction.
- Study methods for strengthening organizational culture and ethical behavior.
- Explore how policy improvement supports better service delivery.
- Review the relationship between governance quality and citizen confidence.
- Understand how sustainable reform depends on leadership commitment and accountability.

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Final Insights & Key Takeaways

Ethical governance systems are essential for building credible public institutions, strengthening public sector leadership, and safeguarding citizens' trust. Strong governance is not only a compliance requirement; it is a strategic foundation for integrity, performance, and lasting institutional legitimacy.