MERCURY

Leadership Ethics and Professional Leadership Program

14 – 18 December 2026
Madrid (Spain)



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

Leadership Ethics and Professional Leadership Program

Ref: 121529_1084126 **Date:** 14 – 18 December 2026 **Location:** Madrid (Spain) **Fees:** 5600 Euro

Introduction

Ethical leadership has become a defining factor in organizational success, sustainability, and stakeholder trust in today's complex business environment. This Leadership Ethics and Professional Leadership program explores the principles, frameworks, and practices that shape ethical decision-making and professional leadership behavior. It examines how leaders influence organizational culture, manage ethical dilemmas, and align values with strategic objectives. Participants will gain a deeper understanding of integrity-driven leadership and its role in enhancing accountability, transparency, and performance. The training addresses real-world challenges leaders face when balancing ethics with operational demands and competitive pressures. Participants will lead responsibly and foster ethical excellence within their organizations.

Targeted Groups

This Leadership Ethics and Professional Leadership program targets professionals seeking knowledge and skills:

- Senior managers and executives.
- Team leaders and supervisors.
- HR and organizational development professionals.
- Compliance and governance officers.
- Project and operations managers.
- Public sector and NGO leaders.
- Professionals transitioning into leadership roles.

Course Objectives

Participants will achieve the following objectives by completing the Leadership Ethics and Professional Leadership course:

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- Understand core principles of ethical leadership.
- Analyze ethical challenges in modern organizations.
- Evaluate leadership behaviors and ethical impact.
- Apply frameworks for ethical decision-making.
- Strengthen integrity and accountability practices.
- Develop responsible leadership strategies.
- Enhance transparency and governance awareness.
- Assess organizational culture and ethical alignment.
- Improve trust-building and stakeholder relationships.
- Identify risks related to unethical leadership practices.
- Integrate ethics into strategic leadership processes.
- Promote sustainable and values-based leadership models.

Targeted Competencies

Participants will gain the following competencies during the Leadership Ethics and Professional Leadership program:

- Ethical decision-making skills in leadership contexts.
- Ability to evaluate complex ethical dilemmas.
- Strong integrity and professional judgment.
- Leadership accountability and responsibility awareness.
- Governance and compliance understanding.
- Skills in building an ethical organizational culture.
- Strategic thinking with ethical principles.
- Risk identification related to unethical conduct.
- Effective communication of ethical standards.
- Capability to influence ethical behavior across teams.

Studying Scenarios

In this Leadership Ethics and Professional Leadership training, participants develop skills through the following scenarios:

- Resolving ethical conflicts in leadership decisions.
- Managing transparency during organizational crises.
- Addressing misconduct within teams professionally.
- Balancing business goals with ethical responsibilities.
- Responding to stakeholder trust issues.
- Leading under pressure while maintaining integrity.

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Course Content

Unit 1: Foundations of Ethical Leadership

- Define ethical leadership and its importance in organizations.
- Explore the principles and core values of leadership ethics.
- Understand the relationship between ethics and professional leadership.
- Examine leadership styles and their ethical implications.
- Identify characteristics of ethical and unethical leaders.
- Analyze global standards of business ethics and leadership conduct.
- Discuss the role of integrity in leadership effectiveness.
- Evaluate ethical leadership in different organizational contexts.

Unit 2: Ethical Decision-Making Frameworks

- Understand structured approaches to ethical decision making.
- Identify key models used in leadership ethics analysis.
- Evaluate decision-making under uncertainty and risk.
- Apply ethical reasoning to complex leadership scenarios.
- Assess the consequences of decisions on stakeholders.
- Explore cognitive biases affecting ethical judgment.
- Develop critical thinking in ethical leadership situations.
- Integrate ethics into strategic and operational decisions.

Unit 3: Leadership Integrity and Accountability

- Define accountability in professional leadership roles.
- Examine transparency and responsibility in leadership actions.
- Understand ethical governance and compliance principles.
- Analyze the impact of leadership integrity on trust.
- Identify unethical practices and organizational risks.
- Explore mechanisms for enforcing ethical standards.
- Evaluate leadership accountability in crises.
- Promote ethical responsibility across organizational levels.

Unit 4: Building Ethical Organizational Culture

- Understand the role of leaders in shaping ethical culture.
- Identify elements of a strong ethical organizational environment.
- Analyze culture alignment with leadership values.
- Promote ethical behavior through leadership influence.
- Develop strategies for fostering trust and respect.
- Address cultural challenges in diverse workplaces.
- Implement ethical policies and codes of conduct.
- Measure and evaluate ethical culture effectiveness.

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Unit 5: Professional Leadership in Practice

- Apply ethical leadership principles in real-world contexts.
- Manage ethical dilemmas in dynamic business environments.
- Balance performance objectives with ethical considerations.
- Strengthen stakeholder relationships through trust.
- Lead teams with fairness, respect, and integrity.
- Enhance communication of ethical expectations.
- Develop long-term ethical leadership strategies.
- Evaluate leadership effectiveness through ethical outcomes.

Final Insights & Key Takeaways

Ethical leadership is essential for building sustainable organizations, fostering trust, and ensuring long-term success in a competitive environment. Leaders who consistently apply ethical principles enhance organizational reputation, strengthen stakeholder relationships, and drive responsible performance.