



LEADERSHIP AND MANAGEMENT DEVELOPMENT

Workplace Ethics and Productivity

3 day course

Classroom, online or in-house

Course overview

Ethical failures in organisations are rarely committed by people who consider themselves unethical. This course examines how ordinary people in ordinary organisations come to do things they would not defend, and what prevents it. Delegates work through the situational pressures that produce misconduct, the role of incentives and targets, escalation of commitment, and the conditions under which people stay silent about something they know is wrong. Practical material covers speaking up, designing incentives that do not manufacture pressure, and the relationship between an ethical climate and sustained productivity.

What you will learn

- Explain how ordinary people come to act against their own standards
- Identify the situational pressures that produce misconduct
- Assess how incentives and targets shape behaviour
- Recognise escalation of commitment and interrupt it
- Understand why people stay silent, and reduce the barriers
- Design incentives that do not manufacture ethical pressure
- Connect ethical climate to sustained productivity

Who should attend

- Managers and supervisors
- Compliance and ethics professionals
- Human resources practitioners
- Internal auditors
- Senior leaders setting targets and incentives

Course outline

- 01 How ethical failure actually happens
- 02 Situational pressure and the ordinary person
- 03 Incentives, targets and manufactured pressure
- 04 Escalation of commitment and interrupting it
- 05 Why people stay silent
- 06 Making speaking up realistic
- 07 Designing incentives that do not create the problem
- 08 Ethical climate and sustained productivity

Upcoming dates

Dates	Venue	Format	Fee per delegate
25 to 27 October 2026	Lilongwe, Malawi	Classroom	R11,995
28 to 30 October 2026	Lilongwe, Malawi	Classroom	R11,995
26 to 28 November 2026	Victoria, Seychelles	Classroom	R11,995

Fees and how to register

Online **from R6,500** per delegate, classroom **from R11,995** per delegate, in-house training is quotation on request. Book 2 or more delegates on this course and save 10%.



To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriscience.co.za, or WhatsApp us on **+27 63 479 1136**.

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