

CONCEPT NOTE

Anti-Corruption Training for the Private Sector in ECOWAS Countries:

Global Corruption Trends, International Compliance Standards, Cross-Cultural Compliance Practices and Ethical Leadership with SpeakUp Culture

1. GENERAL OVERVIEW

Target Group :

2 groups of 25 mid-and senior-level managers responsible for anti-corruption compliance, internal audit and control, and ethics in the private sector in Côte d'Ivoire and other ECOWAS countries (totaling 50 participants from private and public enterprises).

Duration and Format :

In-person session in Abidjan: 4 days, 16 sessions in total (4 sessions per day, 90 minutes each from 9:00 AM to 5:00 PM, including two coffee breaks and a lunch break).

Language :

English and French, with simultaneous interpretation in French and English.

Date: December 8–11, 2026

Admission Requirements :

Participants selected by companies and other organizations. A letter or nominative correspondence for those selected by their companies must be addressed to the President of the High Authority for Good Governance. To register for the training session <https://tinyurl.com/5t3snybn>. Please visit the academy website: www.academie.habg.ci or contact the phone number **(+225) 0749466862** and by email p.gbakou@habg.ci or academie@habg.ci.

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to Register**



Admission Fees:

The admission fee is Two Thousand Six Hundred and Three (2,603) United States Dollars (USD) per participant. This fee includes:

- Full participation in the training modules,
- 4 lunches, 8 coffee breaks
- Full-board accommodation in a hotel and organized outings,
- Hotel-to-training venue shuttle,
- Training kit,
- Official training certificate.

For participants residing in Abidjan who do not wish to be accommodated in a hotel, the admission fee is Two Thousand One Hundred Forty-Five (2,145) United States Dollars (USD).

Faculty :

Internationally renowned experts from the International Anti-Corruption Academy (IACA) with extensive experience.

General Information on the ABG-LAC :

As part of its mission to promote good governance and combat corruption, the High Authority for Good Governance (HABG) of Côte d'Ivoire has established the Academy for Good Governance and Anti-Corruption Leadership, abbreviated as ABG-LAC, whose launch ceremony took place on April 24, 2025, at the Félix Houphouët-Boigny Foundation in Yamoussoukro, under the high patronage of His Excellency the President of the Republic and with the effective participation of His Excellency the Vice-President of the Republic of Côte d'Ivoire.

The academy, which has a sub-regional vocation and aims to be a reference hub in Africa, seeks to strengthen the fight against corruption through training and the development of skills among leaders engaged in promoting good governance, integrity, and the fight against corruption.

The ABG-LAC seeks to contribute to government action and the implementation of national development strategies for inclusive sustainable development, notably through the implementation of training and capacity-building projects in good governance and the fight against corruption. It provides training targeting professionals from the public and private sectors, the media, and civil society.

To this end, the academy has already organized four training session benefiting three hundred and fifty (350) managers and professionals from the private and public sectors of Côte d'Ivoire and other West African countries, since April 2025.

To fulfill its mission, the ABG-LAC has established a set of partnerships with: the International Anti-Corruption Academy (IACA), the African Centre for Advanced Studies in Management (CESAG), the Félix Houphouët Boigny National Polytechnic Institute (INPHB), the African Capacity Building Foundation (ACBF), and the Professional Training Development Fund (FDFP).

2. OBJECTIVE AND TRAINING PROGRAMME PLAN

The training is intended for public and private enterprises and will cover global corruption trends, international compliance standards, cross-cultural compliance practices, and ethical leadership with speakUp culture.

Participants will acquire practical tools and strategies to strengthen integrity, promote transparency, and implement effective compliance programs within their organizations.

Learning Outcomes :

The expected training outcomes for the private sector of ECOWAS countries are as follows:

- Enable participants to understand the international and regional landscape of the fight against corruption and to form their own perspectives on institutional frameworks.
- Equip participants with practical knowledge to implement international compliance standards within their organizations.
- Strengthen the capacity of participants to create culturally sensitive, effective compliance programmes.
- Empower leaders and employees to foster an open, accountable, and integrity-driven work environment.

3. TRAINING PROGRAMME DETAILS

Training Format :

The format will be interactive and participatory. Emphasis will also be placed on sharing experiences, best practices, case studies, simulations, role plays, group work and activities, and values-based approaches to compliance, throughout the sessions.

Training Topics :

The proposed training topics for the private sector of ECOWAS countries are as follows:

Module I.

Compliance Lab: Cross-Cultural Approaches to Compliance

- The power of culture in shaping ethical behavior
- Exploring organizational culture: the workplace as a moral laboratory
- Culture-driven codes of conduct: lessons from real cases
- From cases to solutions: designing culture-savvy codes.

Module II.**Ethical Leadership and SpeakUp Culture**

- The role of ethical leadership in promoting integrity
- Developing a speakUp culture
- Practical strategies to integrate ethics and transparency
- Strengthening psychological safety in the workplace

Module III.**Building Trust and Resilience through Compliance and Cybersecurity**

- Building cyber resilience and client trust
- Strategic roadmap
- Major anti-corruption frameworks: international normative convergence and enforcement examples with landmark sanctions.
- Compliance and case-based lessons: from legal obligation to strategic imperative

Module IV.**National and Regional Legal Frameworks for Business**

- A practical exploration of how domestic laws and the OHADA regulatory framework intersect to shape the business environment across the region.
- Local and regional experiences to analyze the main regulatory challenges, compliance requirements, and strategic considerations for business.

4. CERTIFICATION

Upon completion of the program, and subject to participation in all training modules, participants will be awarded a Certificate of Participation from IACA and another issued by the ABG-LAC.

5. SUSTAINABILITY

Upon completion of the training, each participant will automatically become an alumnus of the ABG-LAC and IACA and will benefit from several advantages, including discounts on future training as well as the opportunity to participate in the alumni network.

The IACA alumni network currently brings together more than 7,000 professionals specializing in anti-corruption and compliance, from approximately 170 countries and jurisdictions around the world. As for the ABG-LAC network, it brings together 350 professionals from the Ivorian and West African public and private sectors.

The IACA global professional network also offers several events and exchange platforms, enabling participants to share their experiences and best practices.

6. ABOUT IACA

The International Anti-Corruption Academy (IACA) is an international organization and post-secondary educational institution. Currently, the Academy is the only international organization with a mandate focused solely on fighting corruption through education, research, cooperation, and technical assistance delivery. It is located in Vienna, Austria.

Currently, it comprises 82 Parties (78 States and 4 international organizations). IACA strives to complement the work of the United Nations in the field of inclusive sustainable development, i.e. through project implementation and provision of technical assistance, and to facilitate the implementation of the United Nations Convention against Corruption (UNCAC).

IACA delivers anti-corruption education and training to public and private sector professionals, as well as academia, media, international organizations, and civil society.