

High level academic programmes and courses delivered by the International Anti-Corruption Academy (IACA) on Combating Corruption and Building Integrity

First course – Organisational Wrongdoings

This course focuses on organizational wrongdoing: what it is, how it can be explained and what can be done to prevent or address it. The course starts with a discussion of organizational wrongdoing (or unethical behaviours in organizations). This includes fraud and corruption, but also, for example, negligence or bullying. Many authors from various disciplines (e.g. organizational behaviours, organizational psychology, criminology) have attempted to understand and explain these various forms of organizational wrongdoing, and this course will draw from those research traditions to explain organizational wrongdoing. It will particularly focus on organization-level explanations such as reward systems, organizational culture, and monitoring systems. The second and main part of the course will be more practical and focus on ethics management: what can be done in organizations to address organizational wrongdoing? It will present an ‘integrity management framework’, address ethical leadership and offer training in ethical decision-making.

Learning Outcomes

- Participants understand the concept of ‘normal organizational wrongdoing’.
- Participants understand the presented explanations of organizational wrongdoing and are able to apply these insights in specific situations and cases.
- Participants understand the dimensions and consequences of ethical leadership.
- Participants understand the Integrity Management Framework (including its specific instruments, processes, and structures) and are able to apply it in a specific organization.
- Participants understand the 5-step model of ethical decision-making and can apply it to specific cases.

Dates and logistics

The course will be delivered online in June 2024 with four live sessions over four weeks. Each session will be 90 minutes and will be delivered on Wednesdays / Thursdays (**6, 12, 20 and 27 June**). The lecture time will be 14:00 – 15.45.

The fifth week is dedicated to the system-based quiz (with flexibility – they can take it on any day or time – but when they start the quiz, they have to finish within the specified time) to secure a minimum score. The participants will be allowed three attempts to secure the minimum grade which make them eligible for the course certificate.

Who should attend?

Maximum 25 civil servants from public sector institutions with the following profiles:

- Integrity Officers and personnel dealing with prevention and detection of corruption cases
- Middle management positions; team leaders, head of units/sectors

English proficiency is required in order to attend the course.

Expression of interest should be sent to sashenka.gramatova-ljuben@rolaw.mk by 19th of April 2024.

About the Professor

Jeroen Maesschalck is a professor at the KU Leuven Institute of Criminology at the Faculty of Law and Criminology. He was the founding director of the Institute and served as the faculty's vice-dean of Research. His research interests focus on public administration ethics, management, and policymaking in the criminal justice system, as well as qualitative research methods. Dr. Maesschalck carried out several research projects examining ethical decision-making and organizational misbehaviour. His publications include books and articles which appeared in the Journal of Business Ethics, Administration and Society, Public Administration, Public Integrity, and other well-known journals. He has consulted on ethics management both within Belgium (local, regional, and federal government) and internationally (e.g. OECD). Dr. Maesschalck studied Public Administration and Philosophy at the University of Gent (Belgium) and the London School of Economics and Political Science (UK). He holds a Ph.D. in Social Sciences from the KU Leuven (Belgium).