MAWA EVENTS

Address: No. 857, Block A2. Leisure Commerce Square - No 9., 46150 Petaling Jaya, Selangor, Malaysia

Phone: +601116373203 | **Email:** info@mawaevents.net

CORPORATE GOVERNANCE & ORGANISATIONAL CULTURE

""Aligning Governance Frameworks with Culture to Drive Ethical and Effective Leadership""

Schedule

Date	Venue	Fees (Face-to-Face)
15 – 19 Feb 2026	Manama, Bahrain	USD 3495 per delegate
20 – 24 Apr 2026	Dubai, UAE	USD 3495 per delegate
26 – 30 Apr 2026	Muscat, Oman	USD 3495 per delegate
07 – 11 Jun 2026	Kuwait	USD 3495 per delegate
19 – 23 Jul 2026	Doha, Qatar	USD 3495 per delegate

► **Available delivery methods:** Face-to-Face & Online Training

Introduction

Effective corporate governance is not only about systems and policies—it is also deeply influenced by the organization's culture. Governance failures often stem from cultural weaknesses such as poor accountability, lack of transparency, and ethical blind spots.

This intensive five-day course is designed to help professionals integrate corporate governance principles with positive organizational culture. It addresses best practices in governance frameworks, board dynamics, ethics, leadership influence, and cultural transformation. Through real-world case studies and group exercises, participants will gain tools to assess governance maturity and align organizational values with strategic direction.

Objectives

By the end of this course, participants will be able to:

- Understand core principles and models of corporate governance
- Analyze the role of culture in supporting or undermining governance
- Evaluate board structures, leadership conduct, and internal controls
- Design frameworks that integrate governance with ethics and performance
- Lead cultural transformation initiatives that support strategic goals

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Why Attend

- Strengthen internal controls and ethical leadership practices
- Learn how governance frameworks can improve stakeholder trust and performance
- Diagnose and reshape organizational culture to support compliance and growth
- Navigate governance challenges in rapidly changing business environments
- Align boardroom decision-making with frontline behaviors and corporate values

Target Audience

This program is designed for:

- Board members, executives, and corporate governance professionals
- HR and organizational development leaders
- Risk, compliance, and internal audit managers
- Strategy, ethics, and sustainability officers
- Government, regulatory, and NGO professionals overseeing governance functions

Individual Benefits

Key competencies that will be developed include:

- Understanding of global governance frameworks and codes (e.g. OECD, ISO 37000)
- Ability to evaluate cultural drivers and risks
- Ethical decision-making and tone-at-the-top leadership
- Assessment of board effectiveness and governance maturity
- Designing governance frameworks tailored to organizational context

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Stronger alignment of strategy, values, and accountability structures
- Enhanced board and executive oversight of risk and performance
- More ethical, transparent, and inclusive organizational culture
- Reduced exposure to compliance breaches and reputational risks
- Long-term stakeholder trust and sustainability

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings – Global governance models, ethical frameworks, and cultural transformation
- Case Studies – Failures and successes in corporate governance and culture change
- Workshops – Board self-assessments, culture mapping, and policy development exercises
- Peer Exchange – Dialogue on governance challenges across sectors and regions
- Tools – Governance scorecards, culture audit templates, and decision-making frameworks

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Course Outline

Detailed 5-Day Course Outline

Training Hours: 07:30 AM – 3:30 PM **Daily Format:** 3–4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

Day 1: Foundations of Corporate Governance

- Module 1: Principles and Objectives of Corporate Governance (07:30 – 09:30) • Defining corporate governance and its value to organizations • Key pillars: accountability, transparency, fairness, and responsibility • Governance models: Anglo-American, German, Islamic
- Module 2: Roles and Responsibilities of the Board (09:45 – 11:15) • Board composition, independence, and diversity • Separation of powers: CEO vs Chairman roles • Board committees and oversight responsibilities
- Module 3: Regulatory Frameworks and Best Practices (11:30 – 01:00) • International standards and corporate governance codes • Compliance with national regulatory requirements • Aligning with ISO 37000: Governance of Organizations
- Module 4: Workshop – Board Governance Assessment (02:00 – 03:30) • Self-assessment exercise using a governance scorecard

Day 2: Organizational Culture and Its Influence

- Module 1: Defining and Diagnosing Organizational Culture (07:30 – 09:30) • Observable vs hidden culture • Competing Values Framework, Hofstede's dimensions • Culture audits and employee engagement data
- Module 2: Culture and Governance – Interdependencies (09:45 – 11:15) • How culture supports or undermines governance • Misconduct, tone at the top, and ethical blindness • Organizational justice and accountability
- Module 3: Leadership and Values Alignment (11:30 – 01:00) • Leaders as cultural architects • Value statements vs real behaviors • Role modeling and reinforcement systems
- Module 4: Workshop – Cultural Risk Mapping (02:00 – 03:30) • Identify cultural risks in organizational case scenarios

Day 3: Risk Management, Ethics, and Internal Controls

- Module 1: Integrating Governance and Risk Management (07:30 – 09:30) • ERM and governance alignment • Oversight of strategic, operational, and reputational risks • Governance of risk appetite and assurance
- Module 2: Ethics and Integrity Management (09:45 – 11:15) • Codes of conduct and ethical decision frameworks • Whistleblower systems and anti-fraud culture • ISO 37001 and anti-bribery management
- Module 3: Internal Audit and Controls (11:30 – 01:00) • Role of internal audit in governance • Control design and effectiveness • Monitoring cultural controls
- Module 4: Case Study – Governance Breakdown Analysis (02:00 – 03:30) • Group discussion on real-world failure scenario

Day 4: Governance Performance and Culture Change

- Module 1: Board and Governance Effectiveness (07:30 – 09:30) • Evaluation tools and self-assessment • KPIs for governance and culture • Feedback loops and continuous improvement
- Module 2: Driving Culture Change (09:45 – 11:15) • Change management principles and culture levers • Communication strategies and symbolic actions • Aligning policies, processes, and practices
- Module 3: Governance in a Digital and ESG World (11:30 – 01:00) • Technology governance, cybersecurity, and AI ethics • Governance of sustainability and social impact • Evolving stakeholder expectations
- Module 4: Workshop – Designing a Culture Change Plan (02:00 – 03:30) • Create action steps to shift cultural behaviors

Day 5: Integration and Action Planning

- Module 1: Linking Governance with Strategy and Performance (07:30 – 09:30) • Balanced scorecards and culture-performance link • Scenario planning and board foresight • Governance agility in crises
- Module 2: Governance Communication and Reporting (09:45 – 11:15) • Reporting to boards, regulators, and stakeholders • Culture dashboards and narrative disclosures • Non-financial reporting (GRI, ESG frameworks)

- Module 3: Final Review and Implementation Planning (11:30 – 01:00) • Consolidation of key course takeaways • Personal and organizational application
- Module 4: Certification and Closing Session (02:00 – 03:30) • Final Q&A, feedback, and certificate distribution

Certification

Participants will receive a Certificate of Completion in Corporate Governance & Organisational Culture, confirming their ability to lead and influence ethical, compliant, and performance-aligned governance practices within diverse organizational contexts.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation’s unique goals.

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