



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

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COURSE BROCHURE

Ethics for Organisational Culture Improvement

Business, Commerce and Management Studies / Generic Management

Unit Standard 252042 · NQF Level 5 · 5 Credits · 2 Days

COURSE OVERVIEW

This course equips learners with the ability to apply ethical principles to enhance and sustain a positive organisational culture. It focuses on understanding the relationship between ethics and culture, and developing strategies to embed ethical practices in daily operations. By the end, learners will be able to identify ethical challenges and implement solutions that foster integrity and trust within the workplace.

Category	Business, Commerce and Management Studies
Subfield	Generic Management
Unit Standard	252042
Accreditation	SAQA Accredited · NQF Level 5 · 5 Credits
Duration	2 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Apply ethical principles to identify and address cultural gaps in the organisation.
- Analyze the impact of ethical behaviour on organisational culture and performance.
- Evaluate existing ethical policies and practices to recommend improvements.
- Design a plan to promote ethical decision-making and accountability across teams.
- Demonstrate leadership in fostering an ethical culture through role-modelling and communication.
- Implement strategies to resolve ethical dilemmas in a manner that aligns with organisational values.

WHO SHOULD ATTEND

- This course is designed for managers, team leaders, and employees at all levels who are involved in shaping or influencing organisational culture.
- It is also suitable for HR professionals and ethics officers seeking to strengthen ethical frameworks within their organisations.

COURSE OUTLINE

Day 1: Foundations of Ethics and Organisational Culture

- What is ethics? Definitions and philosophical foundations.
- Ethical principles: integrity, honesty, fairness, accountability.
- Organisational culture: components and how it shapes behaviour.
- The business case for ethics: trust, reputation, performance.
- Ethical decision-making models.
- Case studies of ethical failures and successes.
- Role of leadership and governance in ethical culture.
- Introduction to codes of conduct and ethics policies.

Day 2: Applying Ethics for Culture Improvement

- Practical ethical decision-making: step-by-step process.
- Ethics training and communication strategies.
- Whistleblowing and reporting mechanisms.
- Measuring ethical culture: surveys, audits, indicators.
- Continuous improvement: monitoring and feedback loops.
- Integrating ethics with performance management.
- Case study: transforming a toxic culture.
- Action planning for organisational culture improvement.

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **5 NQF credits** at **NQF Level 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 16,200.00	R 16,200.00
1	In-House	R 21,000.00	R 21,000.00
1	On-Campus (Pretoria)	R 24,300.00	R 24,300.00

UPCOMING SESSIONS

Start	End	Method	Venue
11 Aug 2026	12 Aug 2026	On-Campus	Abu Dhabi, UAE
11 Aug 2026	12 Aug 2026	On-Campus	Dubai, UAE
11 Aug 2026	12 Aug 2026	On-Campus	Mauritius
13 Aug 2026	14 Aug 2026	On-Campus	Durban, South Africa
13 Aug 2026	14 Aug 2026	On-Campus	Pretoria, South Africa
13 Aug 2026	14 Aug 2026	On-Campus	Cape Town, South Africa
17 Aug 2026	18 Aug 2026	On-Campus	Pretoria, South Africa
17 Aug 2026	18 Aug 2026	On-Campus	Durban, South Africa

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

1. **Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard 252042) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
2. **Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
3. **Apply by phone or WhatsApp:** call **+27 12 004 8389** or WhatsApp **+27 65 077 6310** and we will prepare your quotation and reserve your seats.
4. **Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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