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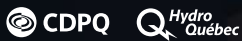
Law Faculty
Université de Montréal 

 Executive
Education
HEC MONTRÉAL



CERTIFICATION IN ETHICS & COMPLIANCE

Founding Members



Partners




ethique-conformite.hec.ca/en

CERTIFICATION IN ETHICS AND COMPLIANCE

**Make ethics your
competitive advantage.**

Leverage industry-leading practices
in ethics and compliance to help your
organization stand out.

 **CUSTOM PROGRAM
ALSO AVAILABLE
ON DEMAND**

WHAT ARE THE PROGRAM TAKEAWAYS?

This program explores best practices in ethics and compliance and aims to:

- Give you the tools you need to set and manage ethics and compliance priorities in your organization.
- Encourage you to apply what you have learned in a real-world context.
- Expand your business network and connect with a community of passionate professionals.

SPECIAL FEATURES

- Certification in ethics and compliance issued by a highly respected institution of higher education.
- Expert instructors with extensive business experience.
- An active, hands-on learning approach that you can use to take concrete action within your organization.

IS THIS FOR YOU?

- Executives and professionals working at public- and private-sector organizations (medium-sized and large businesses, government corporations, financial institutions, institutional investors, municipalities and other public bodies, engineering consulting firms, legal and accounting firms, etc.) with an interest in ethics and compliance issues.
- Managers and professionals who are expected to maintain a high level of integrity in their business dealings, including those issuing and bidding on calls for tenders.

TRAINING APPROACH

This is a uniquely hands-on program where participants can interact with some of the top experts in the field. Other teaching methods include:

- Case studies
- Discussions/workshops
- Panels with industry professionals
- Lunch-and-learn sessions
- Analysis charts
- Team case analysis

LENGTH	8 days, 9 a.m. to 5 p.m., spread out over 4 2-day modules 1 day-long case analysis
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FEE	5,995\$ + taxes
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Co-Academic Leaders



JACQUES LEMAY
Professor and Director of
the Department of Finance,
HEC Montréal



STÉPHANE ROUSSEAU
Professor and Chair in
Governance and Business
Law at the Faculty of Law,
Université de Montréal

Co-Creators and Joint Community Outreach Leads



GINETTE DEPELTEAU
Corporate Director, Ethics
and Compliance Expert



SIMON DENAULT
Director, Ethics and
Compliance, CDPQ

Program Ambassador



“ This program helps leaders identify and resolve ethical dilemmas, which is a condition for building trust. Although trust is the currency of ethics, everyone knows it cannot be bought; it is earned by making the right choices and adopting good behaviour. ”

EMMANUEL LULIN
Former Chief Ethics Officer, L'Oréal

Academics and business professionals with recognized ethics and compliance expertise

**Anne-Marie Lynda
Boisvert**
Partner, Deloitte Canada

Simon Denault
Director, Ethics
and Compliance, CDPQ

Ginette Depelteau
Corporate Director, Ethics
and Compliance Expert

Pascale Dubois
Adjunct Professor,
Georgetown University
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Independent International
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Stéphane Eljarrat
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Pierre Gignac
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FCPA, FCA,
President, La Société
juricomptable Inc.

Cyrille Sardais
Professor, Department
of Management, and
Pierre-Péladeau Chair of
Leadership, HEC Montréal

100%
OF PARTICIPANTS
LEAVE THE PROGRAM
FEELING INSPIRED
AND EQUIPPED TO PUT
WHAT THEY HAVE
LEARNED INTO
PRACTICE WITHIN
THEIR ORGANIZATION.



This program gave me a much more in-depth understanding of ethics and compliance. All the topics are covered in detail, and the instructors are knowledgeable and engaging. Plus, the fact that you're surrounded by other professionals in the field you can share your ideas and experiences with makes it even more meaningful and relevant.



ANNIE ROBICHAUD
Director of Legal Affairs, Lawyer,
Synergy Formwork

PROGRAM

MODULE 1 Fundamentals of Ethics and Compliance

DAY 1 | 9 a.m. to 5 p.m.

Regulatory Framework Related to Ethics and Compliance

Why ethics is a critical management issue.

Applied Ethics

Determining which practices to put in place to encourage ethical and responsible conduct among an organization's key stakeholders.

DAY 2 | 9 a.m. to 5 p.m.

Regulatory Framework Related to Ethics and Compliance

Emphasizing the role and importance of compliance within an organization and understanding a board's legal obligations in this respect.

Ethics and Compliance: From Theory to Practice

Exploring the challenges related to management and governance with regard to issues of ethics and compliance within an organization.

MODULE 2 Compliance Function and Program

DAY 1 | 9 a.m. to 5 p.m.

Organizational Leadership and Culture

Drawing connections between leadership and legitimacy, and identifying the three unique sources of legitimacy that underpin leadership.

The Role of Governance in Organizational Ethics

Examining the fundamental role of boards in developing, implementing and promoting an ethical vision within an organization. Identifying the practices boards should adopt to achieve these goals.

DAY 2 | 9 a.m. to 5 p.m.

Compliance Program: Detection and Monitoring

Developing and implementing a compliance management framework.

Internal Investigations

Focus on the main issues at stake in internal investigations, including governance, key controls and performance metrics.



MODULE 3

Key Topics

DAY 1 | 9 a.m. to 5 p.m.

Corporate Fraud

Determining the different types of fraud and measures that can be introduced to protect against them, with an emphasis on ethics and compliance as a means of prevention, detection and deterrence.

Corruption

Defining the various forms of corruption, determining the relevant investigation protocols and identifying suitable anti-corruption programs.

Global Issues: Fighting Corruption Around the World

Assessing the costs related to global corruption and exploring the bodies and conventions in place to fight it.

DAY 2 | 9 a.m. to 5 p.m.

Due Diligence

Examining the tools required to develop and perfect due diligence programs and the role they occupy in third-party risk management.

Compliance Program: Investigations

Evaluating a company's criminal liability and understanding the board's role should an allegation be made against the organization.

MODULE 4

Key Topics

DAY 1 | 9 a.m. to 5 p.m.

Cybersecurity and Data Protection

Acknowledging opportunities and risks related to cybersecurity and data protection by focusing on the legal issues and technology standards entailed and by coming up with potential solutions.

Preventing Harassment

Defining what constitutes psychological harassment and outlining the employer's obligations in this regard.

DAY 2 | 9 a.m. to 5 p.m.

Managing Communication in a Crisis Situation

Appreciating the importance of reputation and developing the strategic reflexes required to adapt corporate messages when a crisis strikes.

LUNCH AND LEARN

Role of the Media: Investigative Journalism and Crisis

Dealing with Complex Issues

Exploring how to implement ethics and compliance programs using real-life cases, and discussing select best practices.

Online exam — at the end of Module 4

MODULE 5

Case Analysis

DAY 1 | 9 a.m. to 5 p.m.

**Team case study and presentation
to a panel of experts**

EXECUTIVE EDUCATION HEC MONTRÉAL: YOUR PARTNER IN GROWTH FOR MORE THAN 70 YEARS

NEED PERSONALIZED
GUIDANCE FOR
THIS PROGRAM?

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