



Alliance for Integrity's 4th Global Conference

Key Takeaways

28 April 2021 | 12:00 CET | Side Event – Unique Training Methods for Integrity

A cornerstone of the Alliance for Integrity's work is the corruption prevention training. Together with more than 250 dedicated trainers from around the world, the initiative supports small and medium-sized enterprises (SMEs) in developing and implementing effective compliance measures. Participants gain practical tools to solve problems related to corruption and to increase their competitiveness. The training programme is characterised by a very practical approach and its orientation towards SMEs with little or no experience in countering corruption.

This panel discussion includes new methods and lessons learnt from five years of implementing the training programme, as well as recommendations for SMEs on compliance in the midst of the Covid-19 pandemic. The recordings of the session can be found [here](#).

Speakers

- Gissel Cabrera Torres, Compliance Officer for Banco Ecofuturo, Bolivia (Presenter)
- Barbara Konner, CEO and Executive Vice President, AHK Argentina (Interviewee)
- Alexandre Serpa, Director of Ethics and Compliance, Allergan Aesthetics
- Patrick Kwadzie, Managing Director Kenycorb Limited, Ghana
- Royani Lim, Executive Secretary of Bhumiksara Foundation, Indonesia
- Mariano Gojman, Compliance Officer, Siemens, Chile

Main challenges:

- Corruption has a doubly harmful effect: it creates injustice and inequality in society, and reduces business opportunities.
- Especially in times of crisis, SMEs face major challenges that lead to transparency and integrity being less of a priority.
- Lack of interest in compliance programmes is the result of a lack of understanding of the impact of corruption on companies and society.
- Covid-19 creates new challenges for the organisational structure: working from home and the need to adapt to virtual platforms accelerate digitalisation; in addition, not everyone has the same access to digital offers and good internet quality.
- Travel restrictions, internet connectivity, data usage/costs and power outages in different regions of the world affect the implementation of compliance trainings.
- Private sector structures are not always compatible with those of the public sector; for example, in the public sector there are usually no compliance officers, but auditors and controllers.



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Best practices

- The Government of Ghana sets concrete rules and laws to minimise potential difficulties between the public and private sectors with regard to public procurement.
- Good cooperation and interaction between the private sector in Chile, the Comptroller General of the Republic and anti-corruption initiatives in Latin America underpin the relationship between the private and public sectors.
- Private sector training materials have been adapted for the public sector in Chile; training has been provided to state-owned enterprises, with good feedback and results, resulting in regular exchanges of ideas on compliance.
- In Chile, various events are held regularly between the private and public sectors to exchange ideas and best practices.
- In Indonesia, there are awareness-raising initiatives that conduct anti-corruption training for schools, religious institutions, NGOs and the private sector.
- The formal education system in Indonesia has incorporated anti-corruption and ethics issues into the regular school curriculum.

Future recommendations

- Business associations must lead by example: awareness must be created internally, accompanied by capacity building on compliance and integrity issues.
- If companies want to change their culture, a first step is to encourage their employees to participate in interactive compliance trainings.
- Compliance trainers should avoid to be too academic in their presentations, but demonstrate practical approaches; they should be open-minded, engage in dialogue and respond to the challenges of the participants rather than lecturing.
- It is advisable to invest in a good and interactive training programme; trainers should stick to the agenda, pay attention to time management, involve everyone in the training sessions and give everyone a voice.
- At the end of each training, it is recommended to promote Collective Action. Through their common background, participating SMEs can network and join forces to speak out loudly against corruption.