Professor: Prof. Francois Kabore

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Class hours : 5:30pm to 8: 30 pm

Office hours: By appointment

1. **Course Description and Context within the Program**

This certification training is designed to provide participants with a comprehensive understanding of Ethics and Corporate Social Responsibility (CSR) within the context of contemporary business practices. The course delves into the fundamental principles of ethical decision-making, the integration of CSR into business strategies, and the development of a responsible corporate culture.

a.Course Overview:

The program offers a structured exploration of key topics over the span of five evenings, from 5:30 PM to 8:30 PM, ensuring a convenient schedule for working professionals. Participants will engage in in-depth discussions, case studies, and practical exercises, fostering a dynamic learning environment.

b.Key Modules:

➢ Introduction - Importance of Ethics: Defining the role of ethics in business and exploring its significance in fostering positive organizational cultures.

➢ Project Introduction - Goals, Calendar: Presenting the certification project, outlining goals, and establishing milestones for successful completion.

➢ Ethical Decision Making Process - Exploring the Ethical Dimension of Business: Investigating models of ethical decision-making and their application in real-world business scenarios.
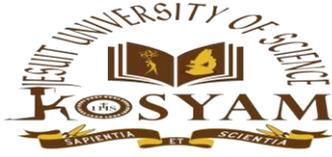
➤ Ethical Reasoning and Hard Choices - Are Hard Choices Unavoidable? How Low Will You Go?: Developing ethical reasoning skills and addressing the inevitability of challenging ethical decisions in the business realm.

➤ Your Own Examples of Ethical Dilemmas & Ethical Traditions: Encouraging participants to share personal experiences, analyzing examples, and exploring diverse ethical traditions.

➤ Project Presentations and Conclusion: Participants will showcase their projects, followed by peer and instructor evaluations, culminating in a comprehensive closing session.

c.Target Audience:

This certification training is tailored for professionals seeking to deepen their understanding of ethics and CSR, and those aspiring to incorporate ethical considerations into their decision-making processes within corporate environments.

d.Program Duration:

The training spans five evenings, commencing on January 29, 2024, and concluding on February 2, 2024, with project presentations scheduled on February 10, 2024.

e.Methodology:

This course utilizes cooperative group learning techniques supported by the use of the business case method. The trainees will also develop theoretical concepts and techniques withing a group project.

✓ The course employs a participatory approach, combining theoretical insights, practical applications, and collaborative projects to ensure a well-rounded learning experience.

✓ Upon successful completion, participants will not only gain a certification in Ethics and CSR but also acquire practical skills to contribute positively to ethical practices and corporate responsibility within their professional spheres.

✓ Expository lessons.

✓ Students will prepare presentations that will be evaluated and criticized by the rest of the classmates or by the teacher in order to go deeper into the subject.

✓ Group work dedicated to the realization of a project.

Trainees learning will be assessed by participation in group discussions; their ability to analyze data and reason their decision making made; and their ability to present and communicate effectively. Note that success on these learning engagement activities depends on the student responsibility to read assigned instructional materials and participate actively in the course group project. All learning activities will be closely monitored by your instructor to ensure pro- gress to goal fulfillment, as well as to ensure an acceptable level of student satisfaction and en- gagement in with learning, and in meeting set deadlines.
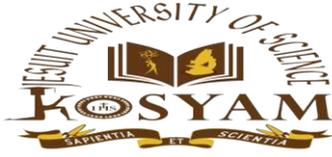
2. Course Objectives and Learning Outcomes

a.Comprehensive Understanding of Ethics:

Objective: Provide participants with a profound comprehension of the role and importance of ethics within the business landscape.

Learning Outcome: Participants will articulate the fundamental principles of ethical conduct and recognize its significance in fostering a positive organizational culture.

b.Project Management in CSR:

Objective: Equip participants with project management skills to successfully navigate and contribute to CSR initiatives.

Learning Outcome: Participants will demonstrate proficiency in defining project goals, creating realistic schedules, and meeting milestones.

c.Ethical Decision-Making Proficiency:

Objective: Develop participants' abilities to navigate complex ethical dilemmas and make informed, morally sound decisions.

Learning Outcome: Participants will apply various ethical decision-making models to analyze and resolve real-world business scenarios.

d.Enhanced Ethical Reasoning:

Objective: Strengthen participants' ethical reasoning capabilities and prepare them to navigate challenging ethical choices.

Learning Outcome: Participants will demonstrate improved ethical reasoning through case analysis and practical exercises.

e.Diverse Ethical Perspectives:

Objective: Encourage participants to explore and appreciate diverse ethical traditions.

Learning Outcome: Participants will engage in discussions, share personal experiences, and gain insights into various ethical perspectives.

f.Effective Communication of CSR Projects:

Objective: Foster participants' ability to effectively communicate CSR initiatives to diverse stakeholders.

Learning Outcome: Participants will present their projects coherently, addressing key CSR principles and engaging in constructive discussions.

3. Content Outline

	Date	Topic	Class
Day 1	(January 29, 2024)	Introduction - Importance of Ethics	Evening (5:30 PM - 8:30 PM): Registration and Welcome Participant and Instructor Introductions Training Objectives and Overview Definition of Ethics and its Role in Business Benefits and Positive Impact of Ethics in the Business Environment
Day 2	(January 30, 2024)	Project Introduction - Goals, Calendar	Evening (5:30 PM - 8:30 PM): Introduction to the Certification Project Specific Goals of the Ethics and CSR Training

			Calendar Overview and Milestones Expectations and Requirements for Certification Methodology of the Project and Project Steps
Day 3	(January 31, 2024)	Ethical Decision Making Process - Exploring the Ethical Dimension of Business	Evening (5:30 PM - 8:30 PM): Introduction to Ethical Decision-Making Models Exploring Different Dimensions of Ethical Decision Making in Business Case Studies Illustrating Ethical Decision-Making Processes Discussion on Integrating Ethics into Business Strategies
Day 4	(February 1, 2024)	Ethical Reasoning and Hard Choices - Are Hard Choices Unavoidable? How Low Will You Go?	Evening (5:30 PM - 8:30 PM): Developing Ethical Reasoning Skills

			Exploration of Influential Ethical Theories Applying Ethical Reasoning to Specific Business Scenarios Practical Exercises to Strengthen Ethical Reasoning Skills
Day 5	(February 2, 2024)	Your Own Examples of Ethical Dilemmas & Ethical Traditions	Evening (5:30 PM - 8:30 PM): Sharing Personal Experiences with Ethical Dilemmas Group Analysis and Discussion of Provided Examples Exploration of Ethical Traditions Discussion on Diversity of Ethical Perspectives
Day 6	(February 10, 2024)	Project Presentations and Conclusion	Evening (5:30 PM - 8:30 PM): Participant Project Presentations Peer and Instructor Evaluation of Projects

			Closing Session Certification Distribution Feedback and Training Evaluation

4.   Assessment

Summative assessments are used to evaluate "trainees" or "participants" learning, skill acquisition, and academic achievement.

A. 20%- Exam (Short questions, case study or text type) Group work on cases and exercises
B. 10% - Active participation and student commitment
C. 70% - Group assignments- Project

- 15% Project plan
- 15% Project Analysis
- 20% Final Project deliverable
- 20% Project presentation

Assessment methods will include:

Project Presentation Evaluation: Peer and instructor assessments of project presentations.
Participation and Engagement: Active involvement in discussions, case studies, and practical exercises.
Ethical Case Analysis: Application of ethical decision-making models to analyze and address case scenarios.
Reflective Journals: Individual reflections on personal ethical dilemmas and the exploration of diverse ethical traditions.

5.Certification:

Upon successful completion of the training and project presentation, participants will receive a Certification in Ethics and Corporate Social Responsibility, validating their enhanced understanding and practical application of ethical principles in a business context.

6.   Bibliography and Resources

Articles:

- -   The   10   UN   Global   Compact   Principles, https://www.unglobalcompact.org/what-is-gc/mission/principles

- Bornstein, D., - Davis S., (2010), Social Entrepreneurship: what everyone needs to know. Oxford; University Press.

- London, M., - Morfopoulos, R,G., (2009), Social Entrepreneurship. London: Routledge.

- Chell, C., (2008), The Entrepreneurial Personality – A Social Construct. London: Routledge.

- Kawasaki, G., (2004), The Art of the Start 2.0 – The time-tested, battle-hardened Guide for Anyone starting Anything. London: Penguin.

- Murori Kiunga, (2013 2nd ed), The Art of Entrepreneurship – Strategies to succeed in Competitive Market. Nairobi: Queenex Publishers.

- Bolman, L.G., - Deal, T.E., (2014), How Great Leaders Think – The Art of Reframing. San Francisco: Jossey – Bass.
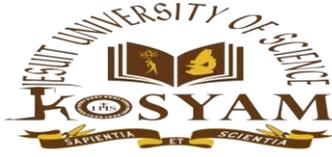
Cases:

Podcasts:

7.   CLASS AND BUSINESS SCHOOL POLICIES

Participation: This course is designed in a way that assigns an important role to the participation of each trainee during the learning sessions. It is important to be pro-active by participating asking questions, making relevant comments and adding personal views on the topics discussed. Trainees are expected to participate by taking an active role in group discussions and working as a team. Your overall participation will count towards the final grade of this course.

Class Etiquette: KoJUS policy states that the use of laptops and cell phones for other than class activities is completely prohibited during class unless you have an academic accommodation previously authorized. Compliance with this policy has a bearing on the participation grade.

Exam Retake Policy:

Attendance and Absences: Attendance is 100% mandatory. Absences are only excused for medical reasons, observance of religious holidays, or other justifications according to KoJUS

policy; personal travel does not constitute an excused absence. Each unexcused absence will entail a lowering of your overall grade.

Accommodations for Students with Documented Disabilities: If you are a student with a disability or believe you might have a disability that requires accommodations, please contact the KoJUS Administrative Office to coordinate any reasonable accommodation requests.

Academic Conduct Statement: It is every trainee's responsibility to read Kojus statement on plagiarism, which is available in the office. Trainees are advised that the penalty against students on an KOjus program for cheating on examinations or for plagiarism may be "…expulsion from the program or such other penalty as may be recommended by the Committee on Student Academic   Conduct, subject to approval by the Dean.