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Global Learning for Operational Leaders



AUDITING AND GOVERNANCE RISK AND COMPLIANCE | AGRC-047

Whistleblowing Programme Design and Management

Contact

+31 85 7444446

info@aractech.com

https://aractech.com

Address

Waarderweg 50, 2031 BP Haarlem - Netherlands.

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Course content

Why Attend

Employees, contractors and business partners are often the first to see misconduct, fraud, safety failures or breaches of law. A trusted whistleblowing programme allows these concerns to reach the right people early, before they turn into crises, regulatory investigations or public scandals. Many jurisdictions now also set legal requirements for reporting channels and the protection of reporters.

This Whistleblowing Programme Design and Management training course shows how to build and run a speak-up programme that people trust and use. Participants learn how to design policies and reporting channels, protect confidentiality and prevent retaliation, triage and investigate reports, communicate with reporters and provide meaningful oversight to senior management and the board.

Course Methodology

• The course is interactive and case-based. Participants review sample policies, map reporting channels, triage realistic reports, plan investigations and handle difficult conversations through role play. Discussions focus on building trust and culture as well as procedures.

Course Objectives

• Explain the value of whistleblowing and speak-up programmes

• Understand common legal requirements and protections for reporters

• Design a whistleblowing policy and accessible reporting channels

• Protect confidentiality and prevent retaliation

• Triage, assess and assign reports consistently

• Plan and oversee fair, proportionate investigations

Target Audience

• Compliance and ethics officers

• Internal auditors and investigators

• HR and employee relations professionals

Course content

- Legal counsel

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Course outline

Detailed course outline

Day-by-day outline for Whistleblowing Programme Design and Management.

Day 1 - The Case for Speaking Up

- 09:00-09:39 | Why misconduct often goes unreported in organisations
- 09:39-10:18 | Benefits of effective whistleblowing for governance and risk
- 10:18-10:57 | Overview of legal frameworks and protections for reporters
- 10:57-11:00 | International standards and guidance on whistleblowing systems
- 11:00-11:30 | Coffee break
- 11:30-12:06 | International standards and guidance on whistleblowing systems (continued)
- 12:06-12:44 | Lessons from organisations that ignored early warnings
- 12:44-13:22 | Speak-up culture and the role of leadership
- 13:22-14:00 | Self-assessment of your current speak-up arrangements

Day 2 - Designing the Programme

- 09:00-09:34 | Scope of reportable concerns and who can report
- 09:34-10:08 | Drafting a clear and accessible whistleblowing policy
- 10:08-10:42 | Internal, external and anonymous reporting channels
- 10:42-11:00 | Hotlines, web portals and choosing service providers
- 11:00-11:30 | Coffee break
- 11:30-11:46 | Hotlines, web portals and choosing service providers (continued)
- 11:46-12:20 | Governance, ownership and independence of the programme
- 12:20-12:53 | Communicating and promoting the programme to staff
- 12:53-14:00 | Workshop: designing reporting channels for your organisation

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Day 3 - Receiving and Triaging Reports

- 09:00-09:34 | Acknowledging reports and initial contact with reporters
- 09:34-10:08 | Assessing seriousness, urgency and credibility
- 10:08-10:42 | Routing reports to the right function and avoiding conflicts
- 10:42-11:00 | Handling anonymous reports and two-way communication
- 11:00-11:30 | Coffee break
- 11:30-11:46 | Handling anonymous reports and two-way communication (continued)
- 11:46-12:20 | Protecting the identity of reporters and witnesses
- 12:20-12:53 | Recording reports securely and maintaining case files
- 12:53-14:00 | Exercise: triaging a set of whistleblowing reports

Day 4 - Investigation and Protection from Retaliation

- 09:00-09:34 | Planning proportionate and fair investigations
- 09:34-10:08 | Gathering evidence and conducting interviews
- 10:08-10:42 | Rights of the person who is the subject of a report
- 10:42-11:00 | Recognising and preventing subtle forms of retaliation
- 11:00-11:30 | Coffee break
- 11:30-11:46 | Recognising and preventing subtle forms of retaliation (continued)
- 11:46-12:20 | Supporting reporters during and after an investigation
- 12:20-12:53 | Closing cases and providing feedback to reporters
- 12:53-14:00 | Role play: a difficult conversation with a concerned reporter

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Day 5 - Oversight, Metrics and Continuous Improvement

- 09:00-09:34 | Key metrics for whistleblowing programme effectiveness
- 09:34-10:08 | Analysing trends and themes across reports
- 10:08-10:42 | Reporting to executive management and the audit committee
- 10:42-11:00 | Independent review and internal audit of the programme
- 11:00-11:30 | Coffee break
- 11:30-11:46 | Independent review and internal audit of the programme (continued)
- 11:46-12:20 | Training managers to receive concerns appropriately
- 12:20-13:27 | Building trust and increasing use of the programme
- 13:27-14:00 | Personal action plan for strengthening speak-up arrangements

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Seminar dates

Available seminar dates

Live dates and pricing for Whistleblowing Programme Design and Management generated from the course details page.

Date	Location	Format	Fee
14 - 18 December 2026	London	Classroom	**€2,915**
21 - 25 December 2026	Barcelona	Classroom	**€2,275**
7 - 11 December 2026	Frankfurt	Classroom	**€2,175**
11 - 15 January 2027	London	Classroom	**€2,915**
18 - 22 January 2027	Barcelona	Classroom	**€2,275**
25 - 29 January 2027	Frankfurt	Classroom	**€2,175**
4 - 8 January 2027	Rome	Classroom	**€2,830**
15 - 19 February 2027	London	Classroom	**€2,915**
22 - 26 February 2027	Barcelona	Classroom	**€2,275**
1 - 5 February 2027	Frankfurt	Classroom	**€2,175**

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Seminar dates

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Live dates and pricing for Whistleblowing Programme Design and Management generated from the course details page.

Date	Location	Format	Fee
8 - 12 February 2027	Vienna	Classroom	**€3,425**
22 - 26 March 2027	London	Classroom	**€2,915**
1 - 5 March 2027	Barcelona	Classroom	**€2,275**
8 - 12 March 2027	Frankfurt	Classroom	**€2,175**
15 - 19 March 2027	Amsterdam	Classroom	**€3,215**
5 - 9 April 2027	London	Classroom	**€2,915**
12 - 16 April 2027	Barcelona	Classroom	**€2,275**
19 - 23 April 2027	Frankfurt	Classroom	**€2,175**
26 - 30 April 2027	Cape Town	Classroom	**€1,825**
10 - 14 May 2027	London	Classroom	**€2,915**

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Date	Location	Format	Fee
17 - 21 May 2027	Barcelona	Classroom	**€2,275**
24 - 28 May 2027	Frankfurt	Classroom	**€2,175**
3 - 7 May 2027	Dubai	Classroom	**€2,845**
14 - 18 June 2027	London	Classroom	**€2,915**
21 - 25 June 2027	Barcelona	Classroom	**€2,275**
7 - 11 June 2027	Frankfurt	Classroom	**€2,175**
26 - 30 July 2027	London	Classroom	**€2,915**
5 - 9 July 2027	Barcelona	Classroom	**€2,275**
12 - 16 July 2027	Frankfurt	Classroom	**€2,175**
19 - 23 July 2027	Istanbul	Classroom	**€2,825**

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Seminar dates

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Date	Location	Format	Fee
2 - 6 August 2027	London	Classroom	**€2,915**
9 - 13 August 2027	Barcelona	Classroom	**€2,275**
16 - 20 August 2027	Frankfurt	Classroom	**€2,175**
23 - 27 August 2027	Kuala lumpur	Classroom	**€2,425**
13 - 17 September 2027	London	Classroom	**€2,915**
20 - 24 September 2027	Barcelona	Classroom	**€2,275**
6 - 10 September 2027	Frankfurt	Classroom	**€2,175**
18 - 22 October 2027	London	Classroom	**€2,915**
25 - 29 October 2027	Barcelona	Classroom	**€2,275**
4 - 8 October 2027	Frankfurt	Classroom	**€2,175**

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Seminar dates

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Date	Location	Format	Fee
11 - 15 October 2027	Munich	Classroom	**€2,425**
22 - 26 November 2027	London	Classroom	**€2,915**
1 - 5 November 2027	Barcelona	Classroom	**€2,275**
8 - 12 November 2027	Frankfurt	Classroom	**€2,175**
15 - 19 November 2027	Paris	Classroom	**€2,810**
6 - 10 December 2027	London	Classroom	**€2,915**
13 - 17 December 2027	Barcelona	Classroom	**€2,275**
20 - 24 December 2027	Frankfurt	Classroom	**€2,175**
27 - 31 December 2027	Rome	Classroom	**€2,830**
14 - 18 December 2026	Online / Live	Online / Live	**€1,625**

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Date	Location	Format	Fee
21 - 25 December 2026	Online / Live	Online / Live	**€1,625**
7 - 11 December 2026	Online / Live	Online / Live	**€1,625**
11 - 15 January 2027	Online / Live	Online / Live	**€1,625**
18 - 22 January 2027	Online / Live	Online / Live	**€1,625**
25 - 29 January 2027	Online / Live	Online / Live	**€1,625**
4 - 8 January 2027	Online / Live	Online / Live	**€1,625**
15 - 19 February 2027	Online / Live	Online / Live	**€1,625**
22 - 26 February 2027	Online / Live	Online / Live	**€1,625**
1 - 5 February 2027	Online / Live	Online / Live	**€1,625**
8 - 12 February 2027	Online / Live	Online / Live	**€1,625**

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Date	Location	Format	Fee
22 - 26 March 2027	Online / Live	Online / Live	**€1,625**
1 - 5 March 2027	Online / Live	Online / Live	**€1,625**
8 - 12 March 2027	Online / Live	Online / Live	**€1,625**
15 - 19 March 2027	Online / Live	Online / Live	**€1,625**
5 - 9 April 2027	Online / Live	Online / Live	**€1,625**
12 - 16 April 2027	Online / Live	Online / Live	**€1,625**
19 - 23 April 2027	Online / Live	Online / Live	**€1,625**
26 - 30 April 2027	Online / Live	Online / Live	**€1,625**
10 - 14 May 2027	Online / Live	Online / Live	**€1,625**
17 - 21 May 2027	Online / Live	Online / Live	**€1,625**

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24 - 28 May 2027	Online / Live	Online / Live	**€1,625**
3 - 7 May 2027	Online / Live	Online / Live	**€1,625**
14 - 18 June 2027	Online / Live	Online / Live	**€1,625**
21 - 25 June 2027	Online / Live	Online / Live	**€1,625**
7 - 11 June 2027	Online / Live	Online / Live	**€1,625**
26 - 30 July 2027	Online / Live	Online / Live	**€1,625**
5 - 9 July 2027	Online / Live	Online / Live	**€1,625**
12 - 16 July 2027	Online / Live	Online / Live	**€1,625**
19 - 23 July 2027	Online / Live	Online / Live	**€1,625**
2 - 6 August 2027	Online / Live	Online / Live	**€1,625**

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9 - 13 August 2027	Online / Live	Online / Live	**€1,625**
16 - 20 August 2027	Online / Live	Online / Live	**€1,625**
23 - 27 August 2027	Online / Live	Online / Live	**€1,625**
13 - 17 September 2027	Online / Live	Online / Live	**€1,625**
20 - 24 September 2027	Online / Live	Online / Live	**€1,625**
6 - 10 September 2027	Online / Live	Online / Live	**€1,625**
18 - 22 October 2027	Online / Live	Online / Live	**€1,625**
25 - 29 October 2027	Online / Live	Online / Live	**€1,625**
4 - 8 October 2027	Online / Live	Online / Live	**€1,625**
11 - 15 October 2027	Online / Live	Online / Live	**€1,625**

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1 - 5 November 2027	Online / Live	Online / Live	**€1,625**
8 - 12 November 2027	Online / Live	Online / Live	**€1,625**
15 - 19 November 2027	Online / Live	Online / Live	**€1,625**
6 - 10 December 2027	Online / Live	Online / Live	**€1,625**
13 - 17 December 2027	Online / Live	Online / Live	**€1,625**
20 - 24 December 2027	Online / Live	Online / Live	**€1,625**
27 - 31 December 2027	Online / Live	Online / Live	**€1,625**