



**Your partner In Creating
An Ethical Business and
Work Environment In
Your Organization**

COPORATE PROFILE
COPORATE PROFILE

Table of Contents

Introduction

Company Vision, Mission, Credo, Values & Objectives

EthicEA Programs

Group EthicEA Training Rates (Off-site, In-house and Online)

EthicEA Management Team

EthicEA Leadership

EthicEA Trainers

EthicEA Partnership

EthicEA Contacts

INTRODUCTION

EthicEA is a non-profit and non-partisan business ethics and integrity consultancy, Business Management, Human Resource and Public Administration advancement organization in the East African and beyond. Registered in Kenya as a nonprofit organization limited by guarantee, EthicEA is inspired by the desire to transform character in Africa. EthicEA believes that ethical business practices must be championed in all facets of our social, economic and political lives in order that there is peace in the world. We stand for:- Integrity, Reliability and Excellence.

Ethics Institute of East Africa (EthicEA) brings on board a wealth of experienced consultants in business management, Human Resource consultancy, ethical culture, ethical leadership and integrity management development within individuals and organizations. The Institute previously operated and worked closely with Strathmore University while the University's Dean of Law School, Prof. Luis Franceschi was the institute's Board Chairman. Prof. Luis Franceschi is currently the Assistant Secretary General of the Commonwealth of Nations- UK.

Ethics Institute of East Africa is a membership organization with members drawn from businesses that espouse to business ethics (as corporate members), ethics champions, integrity champions, integrity assurance officers, anticorruption practitioners, Human Resource and Administration Officers, risk and audit officers, ethics and integrity management committee members and institutional anticorruption committee members.

The institute has a faculty of business consultants with experience in business management, Human Resource Management, ethics, leadership and integrity capacity development. When you engage EthicEA, you are assured of a consultant organization that will support you in business consultancy, ethics and integrity consultancy, leadership consultancy, Human Resource management consultancy.

Our business;

We actively engage in Business management research for organizations and interested parties to assess the risks and opportunities associated with business and individual behavior.

The research output is disseminated to stimulate interest in business, integrity leadership and ethics and also applied in the designing relevant demand driven open and customized courses around business management, ethics, leadership and integrity. Advisory services are then offered to individuals and companies on how to institutionalize ethics, integrity and good leadership within the organizations which includes how to set up structures, resources and processes. We advocate for ethical practices by participating in media debates and other public forums.

In undertaking our activities, we recognize that entrenching business ethics, integrity and leadership requires many actors, particularly in stemming the tide of corruption. You are our key partner in pursuing our mission through your participation in our organized and joint ethics and integrity research, training and capacity development programs targeting all groups of people and organizations including youth and students. We appreciate you by continuously supporting you to maintain your ethical standing by joint research, ethics and integrity training, sensitization and awareness.

Our Vision

EthicEA's vision is to become the leading ethics & integrity reference organization in the East African region. Our certificate and logo to be the mark and brand of ethics & integrity for ethical business; a sign of trust and confidence.

Our Mission

The mission of **EthicEA** is to promote and advance ethics & integrity practices in business and the general socio-economic and political development in the African continent. We strive to;

- a) Build an ethical society beyond Africa.
- b) Develop good ethical and integrity skills for the workplace and business through integrity and awareness training as a requirement for good responsible, accountable and transparent behaviour in the conduct of business.
- c) Instill value based organizational culture in public and private business dealings that understand and address ethical misconduct, such as theft, fraud, corruption and general mismanagement of resources.

- d) Instill ethics and integrity by organizing and facilitating training of trainers' courses and conducting industry and organizational research in both public and private sector organizations.

Our Core Functions

Human Resource, Business, Ethics, Leadership & Integrity Research

We actively engage in **HR, BUSINESS, ETHICS & Integrity RESEARCH PROGRAMS AND ACTIVITIES** for individuals including youth groups, organizations and interested parties to assess the risks and opportunities associated with business and individual behavior.

These include business, Ethics & Integrity Risk Assessments and Surveys around drugs and alcohol abuse among youth and students, among others. This is what informs our business strategy, interventions and approach to tackle underlying business issues associated with misbehavior or unethical conduct. The research output is disseminated to stimulate interest in business, society, ethics and integrity issues.

Human Resource, Business, Ethics, Leadership & Integrity Training

Our **HUMAN RESOURCE, BUSINESS, LEADERSHIP, ETHICS & INTEGRITY TRAINING AND CAPACITY DEVELOPMENT PROGRAMS AND ACTIVITIES** are aimed at building capacity in Human Resource, Administration, Business management, ethics and integrity for Companies, Organizations, Institutions and the Public at large.

Ethics Institute of East Africa is accredited by the Kenya's National Industrial Training Authority (NITA) as a professional training provider number NITA/TRN/2485.

Our objective is to help organizations come up and formulate relevant interventions, policy and strategies aimed at Institutionalizing good business strategies, ethics, integrity and good leadership that support ethical business and reduce levels of corruption and fraud in respective organizations.

Many institutions have gone through our ethics & integrity training seminars across the East Africa, and they include; Tanzania Revenue Authority, Kenya Ports Authority, Kenya Power, National Social & Security Fund, Kenya Maritime Authority, East Africa Portland Cement, Sony Sugar, and many others, all over seventy (70) organizations.

Human Resource, Business, Ethics, Leadership & Integrity Advisory

Our **ADVISORY PROGRAMS AND ACTIVITIES** and services are offered to companies and organizations on how to institutionalize good Human resource practices, good businesses practices, ethics & Integrity within the organization.

We provide advice on how to carry out staff vetting programs, set up structures, ethics & integrity resources (code of ethics, anticorruption policies, etc.) and best business processes. We help Organizations put on the lenses to see better in terms of best business practices, ethical and integrity practices, policy and standards.

Human Resource, Business, Ethics, Leadership & Integrity Advocacy

Our **ADVOCACY PROGRAMS AND ACTIVITIES** are robust and geared towards creating best business practices, ethics and integrity awareness creation, ethics skill building across different sectors and to champion for supportive policies and practices both in the Government, private sector and the community.

The following are our areas of Advocacy Focus;

Information Education and Communication: Ethics Institute of East Africa runs a monthly magazine 'The Ethics Watch' Magazine as a tool to disseminate best business practices, ethics information, highlighting and showcasing good ethics practice and educate target audience on key business and ethical issues. The magazine is also used as a tool to celebrate ethics champions and good ethical practices both at the corporate, government, and community level

We also prepare IEC books and booklets targeted at the youth, general public, schools, colleges and churches. These materials are distributed both in print and e-copy and used as awareness creation and education tools for students and youth groups. One such materials is the recently launched book titled 'Ethics of Life' which was published in partnership with ZionPearl Publishers.

School based Ethics Clubs: Ethics Institute of East Africa runs ethics clubs in schools and colleges creating a synergy with schools and colleges to nurture ethical culture in educational institutions.

Youth and students who are part of ethics Clubs meet regularly to learn about ethics and ethical culture and accountability, often facilitated by a focus teacher from Ethics Institute of East Africa. The student and youth clubs also collaborate with teachers, principals, and other duty-bearers to solve ethical issues identified in the institutions and the communities around the institutions. Issues in schools range from teacher absenteeism to lack of classrooms and other facilities, poor maintenance, and lack of toilets and sanitation.

Outside the schools and colleges, these ethics clubs monitor services and infrastructure projects which are important to them and their community, such as road rehabilitation works, constructions of wells, or health services. Once identified, issues are brought up in collaborative fora where solutions are discussed and adopted.

The Ethics Clubs are set up to ensure the active participation of boys, girls and young people at risk of exclusion (for example due to disability, ethnicity, or living in a particularly high level of poverty).

Media campaigns: In partnership with local media houses and influencers in the digital social media spaces, Ethics East Africa runs campaigns to sensitize and educate the general public on issues of Ethics and anticorruption. Several such discussions have happened recently in stations such as Spice FM and Radio Jambo.

Public Webinars and Lectures: The EthicEA has partnered with organizations like; Yaris Institute and Virtuous Leadership Institute – Europe, The Ethics Institute – South Africa, The Corporate and Institutional Integrity – Africa (CII – Africa) and Centre for Ethics and Public Integrity – Zambia, to run Webinars aimed at bringing together relevant stakeholders and sensitize the public on Ethics and Anticorruption within the African continent to create best business practices and ethical culture in the society.

Ethics Movement: This is an awareness campaign aimed at mobilizing Millions of Ethics Champions to agitate for Ethical Leadership at Community, Corporate and Government Levels. It aims at pulling the masses together against corruption, bad leadership and unethical practices that may derail economic development of the regions affected.

Ethics Dialogues at local and regional levels: The Ethics Institute of East Africa runs both virtual and physical best business practices, ethics dialogue sessions at local, national, regional levels to sensitize and incorporate leaders and local communities to create best business practices and ethical culture for development purposes.

Annual Ethics Seminars: Ethics Institute of East Africa, as part of its advocacy campaign, runs best business practices, ethics and integrity seminars in partnership with anchor institutions like USIU, civil society groups and relevant institutions or commissions to bring synergy against corruption and fraud within East Africa.

EthicEA Credo

We are inspired by the desire to transform character. **EthicEA** believes that for there to be peace in the world, we must champion ethical business practices and integrity in social, economical and political activities, thus EthicEA's Credo, **“Unite Against Corruption & Advance Ethics for World Peace”**

EthicEA Values;

INTERGRITY, RELIABILITY AND EXCELLENCE

EthicEA Objectives

We strive to transform social, economic and political thinking of African people and create an enabling environment for economic development and growth in Africa.

EthicEA researches, develops, manages and trains individuals and organizations; both public and private, on best business practices, ethics & integrity so as to create a corruption free business environment and a just society for peaceful co-existence.

HOW DOES ETHICEA ACHIEVE ITS GOALS?

To achieve these things, ETHICEA,

- Stimulates dialogue on issues around best business practices, ethics, integrity, Human Resource and public policy administration.
- Shares research findings and other suitable information on best business practices, ethics, integrity HR and public policy administration with its partners in Africa.

- Conducts research work and analysis to establish gaps, strengths and opportunities on both current and emerging issues and then produce new ideas and solutions that are vital for public interest and trust.
- Mounts training on business ethics, integrity, HR and public administration and policy in both public and private organizations, finance and Audit functions
- Develops, manages and maintains instruments to support business ethics, integrity, HR and better public administration.
- Supports the maintenance of ethical standards in businesses
- Publishes its own ethics magazine; “Ethics Watch Magazine” to sensitize and conduct public awareness of matters ethics and integrity.

ETHICEA PROGRAMS

EthicEA offers short courses which are packaged as seminars, workshops and customized programs for interested institutions. Our seminars include:-

A) Human Resource and Administration Programs

- 1) Human Resource Administration training programs
- 2) Strategic Human Resources Management
- 3) Emotional Intelligence and soft skills training
- 4) Mental Health Awareness
- 5) Workplace Counselling Against Drug Abuse and Health Management
- 6) Public Administration and Management programs

B) Ethics and Integrity Programs

- 1) Ethics in Supply Chain Management
- 2) Ethics in finance and Audit functions
- 3) Ethics Awareness for all employees in both public and private sectors
- 4) Executive Ethics programs for Board of Directors and senior staff
- 5) Assessing Ethics and Integrity risks for organizations
- 6) Ethics as a Key pillar of governance
- 7) Building an Ethical culture as an Anticorruption Strategy in organizations
- 8) Ethics Officers’ Continuous Education Program for ethics officers
- 9) Building and Maintaining an Ethical Culture – Tools for businesses
- 10) Developing and living your organizations code of conduct
- 11) Developing organizational Ethics and integrity Policies in institutions
- 12) Institutionalizing Ethics within organizations
- 13) Virtuous and Value based leadership Training for ethical leadership

C) Other Strategic Training Programs

- 1) Business and Strategic Business Management Training programs
- 2) Hospitality and Hotel Management Training programs
- 3) Soft Business skills Training
- 4) Life Skills Training Programs
- 5) Human Rights Training programs
- 6) Leadership & Corporate Governance (CEOs Upskilling and Reskilling)
- 7) Lean Six Sigma Training and Capacity Development
- 8) ISO Management (e.g. Ethics in ISO Management)
- 9) Balanced Score Card

ETHICEA MANAGEMENT TEAM

The EthicEA Management team is made of people of high integrity and very much involved in ethics & integrity enforcement activities in Africa.

All staff joining EthicEA are extensively vetted to ensure EthicEA's integrity is totally maintained by all those people working for the organization.

EthicEA Leadership

Chief Executive Officer is Mr. Joseph Patterson Okhako is business, ethics & integrity consultant of high repute with Twenty - seven (27) years' experience in managing business, ethics integrity and administration in both public and private institutions. Mr. Okhako's last assignment was as Director – Corporate Services in a maritime training institution where he spearheaded – headed youth training, coaching and mentorship in future ethical citizens. Mr. Okhako is the founding Director and vision carrier for Ethics Institute of East Africa and also provides strategic leadership to the organization. Mr. Okhako is the Author of the Book; “***The Ethics of Life – Principles and Practices of Defining Your Ethical Path***” that explains on how to develop and nurture individual and institutional ethical culture.

Our Trainers

Our trainers and strategic alliance partners are specialists in their relevant fields, not only as trainers but also with proven track records in business, leadership and ethics and integrity management. All our trainers are committed to the EthicEA's vision, mission and Values.

EthicEA’s consulting system approach to developing a training program.



ETHICEA’S PARTNERSHIP

EthicEA has partnered with various like-minded institutions to achieve its mandate. These institutions include; Yaris Institute of Information and Business Studies, Virtuous Leadership Institute – Europe, The Ethics Institute – South Africa, The Corporate and Institutional Integrity – Africa (CII – Africa) and Centre for Ethics and Public Integrity – Zambia.

EthicEA is your key partner on a wide spectrum of best business practices and ethical issues that are facing or may face your institution with a special focus on best business practices, organizational ethics and integrity. Together we can share experiences in coming up with well researched best business practices, ethics and integrity programs for your greater good. This is one of our greatest strength which elevates EthicEA from other organizations.

INSTITUTE’S EXPERIENCE AND ORGANIZATIONS TRAINED

COURSE DATES	COURSE	PARTICIPATING ORGANIZATIONS
8 th -11 th December 2025	Advanced Business Ethics and Integrity	- Kenya Ports Authority
14 th -17 th October 2025	Advanced Business Ethics and Integrity	- Kenya Ports Authority
17 th – 18 th Sept 2025	Ethics and Integrity Learning Forum	- Kenya Maritime Authority - Kenya Ports Authority
9 th September 2025	Sensitization on the Anti-Bribery Act Cap 79B and general ethics at the workplace	- JFC – Munene College of Health Sciences

19 th -22 nd August 2025	Advanced Business; Ethics and Integrity	- Kenya Ports Authority
20 th – 23 rd May 2025	Advanced Business; Ethics and Integrity	- Kenya Ports Authority - Central Bank of Kenya
23 rd – 25 th April 2025	Advanced Business; Ethics and Integrity	- Masinde Muliro University - Sanlam Investments - ICIFA (Institute of Certified Investments and Financial Analysts) - Kenya Mortgage Refinancing Company
22 ND – 25 TH OCT 2024	Ethics and Integrity Training	- National Land Commission (NLC)
14 TH – 18 TH OCT 2024	Ethics and Integrity Training	- Tana River Public Service Board
23 RD – 27 TH SEPT 2024	Ethics in Human Resource and Administration Training	- Kenya Ports Authority - Tana River Public Service Board
5 TH – 6 TH SEPT 2024	Ethics and Integrity and the Role of the Youth and inculcating Ethical Culture	- Zion Pearl Publishers CSR Initiative
19 TH – 23 RD AUG 2024	Ethics and Integrity Training	- Kenya Ports Authority
16 TH – 17 TH AUG 2024	ETHICS IN HUMAN RESOURCE AND ADMINISTRATION	JJET – Security SERVICES Ltd – JUBA SOUTH SUDAN
5 TH – 9 TH AUGUST 2024	Seminar on- EAST AFRICA ETHICS AND INTEGRITY TRAINING	- National Land Commission - Kenya Ports Authority
24 TH – 25 TH JULY 2024	ETHICS AND THE ROLE OF YOUTH IN MARITIME AFFAIRS	- BANDARI MARITIME ACADEMY
21 ST -22 ND MAY 2024	SECURITY IN JUBA; THE YOUTH AGENDA	JJET – Security SERVICES Ltd JUBA SOUTH SUDAN
25 TH – 27 TH MARCH 24	Seminar on- EAST AFRICA - ETHICS AT THE WORKPLACE	- Executive Office of the President - Capital Markets Authority
21 ST TO 23 RD FEB 2024	Seminar on- EAST AFRICA - KISUMU ETHICS SEMINAR	- National Social Security Fund - Kenya Ports Authority
17 TH – 18 TH JAN 2024	DRUG AND ALCOHOL ABUSE AND THE ROLE OF YOUTH IN STOPPING THE VICE	- TEAMS THAT WIN LTD
20 TH – 21 ST SEPT 2023	INTRODUCTION TO ICT AND DIGITAL SKILLS FOR THE YOUTH	YARIS INSTITUTE OF INFO AND BUSINESS STUDIES
23 RD – 24 TH AUG 2023	ETHICS IN BUSINESS MANAGEMENT; THE ROLE OF THE YOUTH IN STEMMING CORRUPTION	ZION PEAR PUBLISHERS LTD
20 TH – 21 ST JULY 2023	Business; Skills Development; Ethics and Integrity in Finance and Accounts	GLOBOPOINT CONSULTANTS LTD
17 TH – 19 TH MAY 2023	YOUTH BUSINESS FINANCING AND MANAGEMENT OF RECORDS	JJET – Security SERVICES Ltd – JUBA SOUTH SUDAN
25 TH – 26 TH APRIL 2023	MOTIVATING A READING CULTURE AMONG THE	ZION PEARL PUBLISHERS

	YOUTH	
16 TH – 17 TH MARCH 2023	YOUTH ENTREPRENEURSHIP: INTRODUCTION TO BUSINESS ETHICS	GLOBOPOINT CONSULTANTS LTD
14 TH – 15 TH FEB 2023	ROLL – OUT OF YOUTH CADETS Managing discipline, etiquette and hygiene on board navigational ships	BANDARI MARITIME ACADEMY
16 TH – 17 TH NOV 2022	YOUTH ETHICS AND INTEGRITY MENTORSHIP TRAINING	BANDARI MARITIME ACADEMY
14 TH – 15 TH SEPT 2022	YOUTH IN CONFLICT MANAGEMENT AND NEGOTIATION SKILLS IN BUSINESS MANAGEMENT	TEAMS THAT WIN LTD
6 TH – 7 TH SEPT 2022	YOUTH ENTREPREURSHIP TRAINING	GLOBOPOINT CONSULTANTS LTD
20 TH – 22 ND JULY 2022	BASIC FINANCIAL MANAGEMENT FOR YOUNG ENTREPRENEURS	GLOBOPOINT CONSULTANTS LTD
6 TH – 7 TH APRIL 2022	YOUTH IN EDUCATION	ZION PEARL PUBLISHERS LTD
23 RD – 24 TH FEB 2022	YOUTH AND NATIONAL VALUES	TEAMS THAT WIN LTD
17 TH – 18 TH NOV 2021	YOUTH ENTREPREURSHIP AND BUSINESS START-UPS IN SOUTH SUDAN	JJET SECURITY SERVICES LTD – JUBA SOUTH SUDAN
23 RD – 24 TH SEPT 2021	DIGITAL ADVANCEMENT AND GLOBAL CYBER SECURITY – THE ROLE OF THE YOUTH IN STEMMING CYBER SECURITY THREATS	YARIS INSTITUTE OF INFORMATION AND BUSINESS STUDIES
14 TH – 15 TH APRIL 2021	YOUTH AND THE IMPORTANCE OF PHYSICAL EDUCATION ACTIVITIES	TEAMS THAT WIN LTD
24 TH – 25 TH FEB 2021	INTRODUCTION TO BUSINESS AND BUSINESS SKILLS	GLOBOPOINT CONSULTANTS LTD
12 th – 19 th Sept 2019	COMPUTER TRAINING ON QUICKBOOKS	SHAHINA AL-BHAI – A.K.J.I. KENYA MOMBASA
9 th – 15 th OCT 2018	a) PROJECT MGNT b) BUSINESS MGNT c) COMPUTER TRAINING – OPEN OFFICE	MZURI SWEETS LTD - MOMBASA
8 TH – 9 TH OCT 2018	COMPUTER TRAINING ON MS	SEAFORTH SHIPPING - MOMBASA
7 TH JULY 2015	TRAINING ON QUICKBOOKS	EDEN VILLAGE HOTEL -MALINDI
2 th JULY 2015	TRAINING ON QUICK BOOKS	INTERACTIVE TECHNOLOGIES LTD MSA
27 TH FEB 2015	MS EXEL TRAINING	GAC, SEAFORTH SHIPPING LTD
15 TH – 16 TH FEB 2015	CASEWARE AUDITORS' TRAINING	CQS – TECHNOLOGY LTD MOMBASA
22 ND – 27 TH APRIL, 2013	INTEGRITY TESTING AND STAFF VETTING PROGRAMS	Tanzania Revenue Authority – Tanzania (DANIDA FUNDED PROGRAM)
12 TH - 13 TH MARCH, 2013	KWALE COUNTY; IN-HOUSE TRAINING - CLERK AND CHIEF OFFICERS TRAINED ON RISK ASSESSMENT MANAGEMENT	THE TOWN CLERK AND ALL 22 CHIEF OFFICERS TRAINED ON RISK ASSESSMENT AND MANAGEMENT
7 TH - 8 TH MARCH, 2013	KWALE COUNTY; IN- HOUSE TRAINING - INTEGRITY AWARENESS FOR GENERAL STAFF	ALL 140 MEMBERS OF STAFF TAKEN THROUGH ETHICS & ANTICORRUPTION AWARENESS
6 TH - 8 TH NOV 2012	KISUMU ETHICS SEMINAR (Building and Managing Ethics in Organizations; Roles and Responsibilities of Functional	- Kenya Maritime Authority - Office of The Prime Minister - Sony Sugar Company Ltd

	Managers and Professionals).	
1 ST - 3 RD AUG 2012	MOMBASA ETHICS SEMINAR (Building and Managing Ethics in Organizations; Roles and Responsibilities of Functional Managers and Professionals).	<ul style="list-style-type: none"> - National Social Security Fund - Kenya Ports Authority - Kenya Maritime Authority - East African Portland Cement Co. Ltd - Kenya Ferry Services Limited
25 TH MAY 2012	Mounted NAIROBI ETHICS WORKSHOP; Emerging Constitutional dispensation, Opportunities, Challenges & future.	<ul style="list-style-type: none"> - Office of the Prime Minister - Kenya Maritime Authority (KMA) - Kenya Ports Authority (KPA) - Kenya Power (KPLC) - Jomo Kenyatta -- University of Agriculture
23 RD - 24 TH MAY 2012	Seminar on ETHICS AT THE WORK Place (Setting ethical standards in an Organization).	<ul style="list-style-type: none"> - Kenya Maritime Authority (KMA) - Kenya Ports Authority (KPA)
7 th - 11 th Nov. 2011	Mounted a Training Seminar on Managing Ethics; Roles and Responsibilities of Professionals and Managers.	<ul style="list-style-type: none"> - Communication Commission of Kenya - Kenya Tea Development Agency - Catering and Tourism Development Levy Trustee
7 th - 11 th Nov. 2011	Mounted a Training Seminar on Managing Ethics; Roles & Responsibilities of Professionals and Managers.	<ul style="list-style-type: none"> - Communication Commission of Kenya - Kenya Tea Development Agency - Catering and Tourism Development Levy Trustee
19 th - 23 rd Sept 2011	Mounted the 2nd ETHICS OFFICERS CERTIFICATION PROGRAM- A certification program of the Ethics Institute of East Africa.	<ul style="list-style-type: none"> - Safaricom Limited - Communications Commission of Kenya - Jomo Kenyatta University of Agriculture and Technology - Office of the Prime Minister - Public Service Commission - Kenya Ports Authority - Kenya Maritime Authority
25 th - 26 th Aug 2011	Seminar on Building a Corporate Character by Living your Code.	<ul style="list-style-type: none"> - Teachers Service Commission - Kenya Maritime Authority - Daystar University
23 rd - 25 th March 2011	Mounted Training in Ethics as an Anticorruption Strategy.	<ul style="list-style-type: none"> - Office of the Prime Minister - Panal Freighters - Ministry of Finance
27 TH - 28 TH Jan 2011	Seminar on-BUSINESS ETHICS MAKES SENSE (Ethical Conduct in Business activities and stakeholder interactions); Ethics in HR; Staff Vetting process; Ethics in Finance Ethics in Audit;	<ul style="list-style-type: none"> - Kenya Power - Kenya Sugar Board - Jomo Kenyatta University of Agriculture and Technology - Catering and Tourism Development Levy Trustees - National Social Security Fund - Kenya Maritime Authority

**ETHICEA EAST AFRICA BUSINESS ETHICS CALENDAR OF
PROGRAMS, SEMINARS, WORKSHOPS AND CONFERENCES
FOR JANUARY 2026 TO DECEMBER 2026**



A NITA CERTIFIED BUSINESS ETHICS TRAINING INSTITUTE

COURSE TITLE	TARGET GROUP	VENUE	COST	DURATION
ALL IN-HOUSE HR, ADMINISTRATION, STRATEGIC BUSINESS MANAGEMENT TRAINING PROGRAMS, ETHICS, INTEGRITY AND LEADERSHIP PROGRAMS	ALL ORGANIZATIONS APPLY TO ATTEND	CLIENTS' CHOICE OF VENUE	USD 700.00 (EQUIV KSHS. 90,000) PER GROUP OF TEN (10) PER DAY EXCL TAX	ONE DAY TRAINING PROGRAM
MOTIVATIONAL, ETHICS AND LEADERSHIP VIRTUAL INTERACTION WITH CORPORATE LEADERS	Directors, CEOs, Executive Managers, Ethics and Integrity Officers and anticorruption Champions APPLY TO ATTEND	WEBINAR	FREE	3 HOURS
UPSKILLING AND RESKILLING OF DIRECTORS, CEOs AND COMPANY EXECUTIVES	Directors, CEOs, Company Executives and Senior Management teams	WEBINAR	10,000.00 PER ONLINE PARTICIPANT	ONE (1) DAY
LEVEL 2 (ADVANCED) ETHICS AND INTEGRITY TRAINING Supporting Ethical Awareness, Analysis and Action CPD POINTS	All employees working in corruption and fraud prone functions and interested in advancing a career in ethics and integrity APPLY TO ATTEND	LAKE NAIVASHA CRESCENT CAMP (NAKURU)	KSHS. 70,000.00 NON - MEMBERS KSHS. 60,000.00 FOR MEMBERS PER PERSON EXCLUDING TAXES	FOUR (4) DAYS; COHORT 8 24-27/02/2026
ETHICS AND DATA PROTECTION MASTERCLASS TRAINING Data Protection is everyone's Responsibility CPD POINTS	All employees working in corruption and fraud prone functions and interested in advancing a career in ethics and integrity APPLY TO ATTEND	LAKE NAIVASHA CRESCENT CAMP (NAKURU)	KSHS. 55,000.00 NON - MEMBERS KSHS. 50,000.00 FOR MEMBERS PER PERSON EXCLUDING TAXES	THREE (3) DAYS; COHORT 1 25-27/03/2026
LEVEL 2 (ADVANCED) ETHICS AND INTEGRITY TRAINING Supporting Ethical Awareness, Analysis and Action CPD POINTS	All employees working in corruption and fraud prone functions and interested in advancing a career in ethics and integrity APPLY TO ATTEND	SILVERPALM RESORT (KILIFI)	KSHS. 70,000.00 NON - MEMBERS KSHS. 60,000.00 FOR MEMBERS PER PERSON EXCLUDING TAXES	FOUR (4) DAYS; COHORT 9 30/03-02/04/2026
ETHICS AND CYBERSECURITY MASTERCLASS TRAINING Cybersecurity is everyone's Responsibility CPD POINTS	Open to all Interested parties APPLY TO ATTEND	LAKE NAIVASHA CRESCENT CAMP (NAKURU)	KSHS. 55,000.00 NON - MEMBERS KSHS. 50,000.00 FOR MEMBERS PER PERSON EXCLUDING TAXES	THREE (3) DAYS; COHORT 1 15-17/04/2026

<p>ETHICS IN AUDIT AND RISK COMPLIANCE Enhancing ethics in audit and Risk Compliance Management</p> <p>CPD POINTS</p>	<p>All employees working as auditors, Risk Managers/ Officers, Compliance Managers/ Officers</p> <p>APPLY TO ATTEND</p>	<p>LAKE NAIVASHA CRESCENT CAMP (NAKURU)</p>	<p>KSHS. 55,000.00 NON - MEMBERS KSHS. 45,000.00 FOR MEMBERS PER PERSON EXCLUDING TAXES</p>	<p>THREE (3) DAYS; 28-30/04/2026</p>
<p>ETHICS AND PROCUREMENT AND SUPPLY CHAIN MANAGEMENT Enhancing Ethics in Supply Chain Management</p> <p>CPD POINTS</p>	<p>All employees involved in supply chain and procurement management.</p> <p>APPLY TO ATTEND</p>	<p>SILVERPALM RESORT AND</p>	<p>KSHS. 55,000.00 NON - MEMBERS KSHS. 45,000.00 FOR MEMBERS PER PERSON EXCLUDING TAXES</p>	<p>THREE (3) DAYS; COHORT 1 13-15/05/2026</p>
<p>LEVEL 2 (ADVANCED) ETHICS AND INTEGRITY TRAINING Supporting Ethical Awareness, Analysis and Action</p> <p>CPD POINTS</p>	<p>All employees working in corruption and fraud prone functions and interested in advancing a career in ethics and integrity</p> <p>APPLY TO ATTEND</p>	<p>LAKE NAIVASHA CRESCENT CAMP (NAKURU)</p>	<p>KSHS. 70,000.00 NON - MEMBERS KSHS. 60,000.00 FOR MEMBERS PER PERSON EXCLUDING TAXES</p>	<p>FOUR (4) DAYS; COHORT 10 19-22/05/2026</p>
<p>ETHICS IN CUSTOMER EXPERIENCE Enhancing Ethics in Customer Experience</p> <p>CPD POINTS</p>	<p>A customer experience in ethics training for staff working in customer service related institutions like Banks, Saccos, NSSF, NHIF, KPLC, Hospitality services, etc.</p> <p>APPLY TO ATTEND</p>	<p>SILVERPALM RESORT AND</p>	<p>KSHS. 55,000.00 NON - MEMBERS KSHS. 45,000.00 FOR MEMBERS PER PERSON EXCLUDING TAXES</p>	<p>THREE (3) DAYS; COHORT 1 29-31/07/2026</p>
<p>ETHICS AND INTEGRITY IN ISO MANAGEMENT (ISO 37001) Enhancing Ethics in ISO Management</p> <p>CPD POINTS</p>	<p>All professionals, ISO champions, management committee members and others interested in developing a career in iso management</p> <p>APPLY TO ATTEND</p>	<p>HOTEL SAPPHIRE (MOMBASA)</p>	<p>KSHS. 70,000.00 NON - MEMBERS KSHS. 60,000.00 FOR MEMBERS PER PERSON EXCLUDING TAXES</p>	<p>FOUR (4) DAYS; COHORT 1 04-07/08/2026</p>
<p>ETHICS AND INTEGRITY LEARNING FORUM Reskilling and Upskilling of ethics and Integrity Officers, CPC members, ethics and integrity champions</p> <p>CPD POINTS</p>	<p>Ethics and Integrity Officers, Integrity Assurance Officers, CPC members, ethics and integrity champions</p> <p>APPLY TO ATTEND</p>	<p>HOTEL SAPPHIRE (MOMBASA)</p>	<p>KSHS. 45,000.00 NON - MEMBERS KSHS. 35,000.00 FOR MEMBERS PER PERSON EXCLUDING TAXES</p>	<p>TWO (2) DAYS COHORT 2 19-20/08/2026</p>
<p>ETHICS IN PROJECT MANAGEMENT Enhancing Ethics in Project Management</p> <p>CPD POINTS</p>	<p>Project Coordinators, managers and officers, Ethics and integrity staff, Finance Managers/Officers, Chief Auditors /Audit Officers, Risk Managers /Officers, & Accountants</p> <p>APPLY TO ATTEND</p>	<p>LAKE NAIVASHA CRESCENT CAMP (NAKURU)</p>	<p>KSHS. 55,000.00 NON - MEMBERS KSHS. 45,000.00 FOR MEMBERS PER PERSON EXCLUDING TAXES</p>	<p>THREE (3) DAYS; COHORT 1 26-28/08/2026</p>
<p>ETHICS AND INTEGRITY IN TRANSPORT AND LOGISTICS Enhancing Ethics in Transport and Logistics</p> <p>CPD POINTS</p>	<p>Transport and Logistics managers and officers</p> <p>APPLY TO ATTEND</p>	<p>SILVERPALM RESORT (KILIFI)</p>	<p>KSHS. 70,000.00 NON - MEMBERS KSHS. 60,000.00 FOR MEMBERS PER PERSON EXCLUDING TAXES</p>	<p>FOUR (4) DAYS; 22-25/09/2026</p>

<p>ETHICS IN HUMAN RESOURCE AND ADMINISTRATION</p> <p>Enhancing Ethics In Human Resource and Administration Management</p> <p>CPD POINTS</p>	<p>HR Managers/ officers and administration professionals</p> <p>APPLY TO ATTEND</p>	<p>LAKE NAIVASHA CRESCENT CAMP (NAKURU)</p>	<p>KSHS. 70,000.00 NON - MEMBERS KSHS. 60,000.00 FOR MEMBERS PER PERSON EXCLUDING TAXES</p>	<p>FOUR (4) DAYS; 06-09/10/2026</p>
<p>ETHICS IN FINANCE AND ACCOUNTING MANAGEMENT</p> <p>Enhancing ethical practices in finance and accounting management</p> <p>CPD POINTS</p>	<p>All employees working in finance and accounting units</p> <p>APPLY TO ATTEND</p>	<p>HOTEL SAPHIRE (MOMBASA)</p>	<p>KSHS. 55,000.00 NON - MEMBERS KSHS. 45,000.00 FOR MEMBERS PER PERSON EXCLUDING TAXES</p>	<p>THREE (3) DAYS; COHORT 1 30/09-02/10/2026</p>
<p>LEVEL 1 ETHICS AND INTEGRITY TRAINING</p> <p>Institutionalizing ethics and integrity at the Workplace</p> <p>CPD POINTS</p>	<p>All employees working in corruption and fraud prone functions and interested in advancing a career in ethics and integrity</p> <p>APPLY TO ATTEND</p>	<p>HOTEL SAPHIRE (MOMBASA)</p>	<p>KSHS. 70,000.00 NON - MEMBERS KSHS. 60,000.00 FOR MEMBERS PER PERSON EXCLUDING TAXES</p>	<p>FOUR (4) DAYS; COHORT 1 8-11/09/2026</p>

OTHER PROGRAMS - 2026

COURSE TITLE	CONTENT	TARGET GROUP	VENUE
Research Program; - Human rights, ethics, Integrity and leadership in East African region.	Research and Survey activities around human Resources, Strategic business management, Human rights, Ethics and Leadership.	Institutions and organizations within the East African region.	As recommended by client
Advocacy Program; – Human rights, Ethics and leadership – Thru Ethics Watch Magazine – An ethics and leadership advocacy magazine, for East African region	Human rights, Ethics, Integrity and Leadership	East African region	As recommended by client
East Africa Network on Ethics and Governance – ENEG - A dialogue discussion for East Africa on ethics, integrity, protection of human rights and leadership	Ethics, integrity, leadership and Protection of Human Rights.	University leaders, academicians and civil society groups, Political Leaders, Executives, Members of justice system, Diplomats, Donors agencies and human rights leaders.	Regional Centres across East Africa
Ethics and Protection of Human Rights; in East Africa.	Police Ethics and protection of human rights for a civilized society, Understanding the Concept of Responsibility in protecting Human rights, Ethical practices and relevance to	Members of the Justice System, Law Enforcement officers and managers (Police Officers & managers), diplomats, Chief Executives, Directors, Senior Government	Regional Centres across East Africa

	<p>Protection of Human Rights</p> <p>NB/ The program can be customized to suit: Police Officers, Intelligence Officers, Diplomats, Senior Government Officials, Civil and Human rights groups, Chief Executives, Judges and magistrates, Judicial Officers, Public Prosecutors & Lawyers.</p>	<p>Officials, Human and Civil Rights Groups within the East African countries of Kenya, Uganda, Tanzania, Rwanda, Burundi, Ethiopia, Sudan and Southern Sudan.</p>	
<p>Ethics, Politics and Good Leadership – Contemporary Approach to Effective Political and Public Service</p>	<p>Ethics and Public Service, Politics and Good leadership in modern society</p>	<p>Diplomats, CEOs, Government Officials and political leaders Public and Private organizational leaders.</p>	<p>Regional Centres across East Africa</p>
<p>Ethics and Environment Management as important elements of human rights – a contemporary Approach to Sustainable development Goals</p>	<p>Ethics in water resource management, energy and Petroleum products management, including, relevance with good environment mgnt for sustainable human life.</p>	<p>Public and State officers, Environment Civil Society groups, Human rights groups, Diplomats, CEOs, Safety Managers and Officers, energy and Oil & related products, investment firms, groups and individuals.</p>	<p>Regional Centres across East Africa</p>
<p>East Africa Ethics, Governance and Human Right; Conferences /Seminars and Workshops</p>	<p>Ethics, Leadership and Protection of Human Rights</p>	<p>Government leaders, State and Public Officers, Human Rights Leaders, Diplomats, CEOs, Civil Society groups, University leaders & Academician</p>	<p>Regional Centres across East Africa</p>
<p>Ethics, Human Rights and Leadership Outreach Programs - For less fortunate and vulnerable Groups; An education and civil awareness campaign.</p>	<p>Ethics, human rights and leadership awareness capacity development program.</p>	<p>Vulnerable groups, village and community, civil society groups in East Africa.</p>	<p>Regional Centres across East Africa</p>

GROUP ETHICEA TRAINING RATES

Group Attendance Rates

No.	Number of Participants	Three (3) Days' Rate (Kshs)	Five Days' Rate (Kshs)
01	Ten (10) Delegates from one organization	400, 000.00	550, 000.00
02	Fifteen (15) Delegates from one organization	525, 000.00	750, 000.00
03	Twenty (20) Delegates from one organization	600, 000.00	900, 000.00

These rates exclude taxes, transport and accommodation but includes certificates and meals (mid – morning teas, lunch and mid – afternoon teas) for the participants.

In – House Training Programs

In-house training programs are customized for willing clients to meet or achieve specific requirements or objectives. The client meets the cost of accommodation, meals and transport for the participants. The institute meets the cost of certificates and training handout materials.

No.	Number of Participants	One (1) Day (Kshs)	Two (2) Day (Kshs)	Three (3) Days' (Kshs)	Four (4)Days' (Kshs)	Five (5) Days' (Kshs)
01	Ten (10) Participants	150, 000.00	250,000.00	350,000.00	450,000.00	550,000.00
02	Fifteen (15) Participants	225, 000.00	325,000.00	425,000.00	525,000.00	625,000.00
03	Twenty (20) Participants	300, 000.00	400,000.00	500,000.00	600,000.00	700,000.00

Online Training Programs

Online training programs are organized for willing organizations who wish to train a minimum of ten (10) members of staff on specified content that suits the organization's objectives.

No.	Number of Participants	One (1) Day (Kshs)	Two (2) Day (Kshs)	Three (3) Days' (Kshs)	Four (4)Days' (Kshs)	Five (5) Days' (Kshs)
01	Ten (10) Participants	100, 000.00	150,000.00	200,000.00	250,000.00	300,000.00
02	Fifteen (15) Participants	150, 000.00	200,000.00	250,000.00	300,000.00	350,000.00
03	Twenty (20) Participants	200, 000.00	250,000.00	300,000.00	350,000.00	400,000.00

NOTICE

The training registration form MUST be filled and submitted to info@ethicea.org

TWO WEEKS BEFORE THE COMMENCEMENT OF THE PROGRAM YOU WISH TO UNDERTAKE WHETHER OFF-SITE, IN-HOUSE OR ONLINE. THIS IS FOR PLANNING PURPOSES.

CLARIFICATION

Request for clarifications should be addressed to info@ethicea.org.

PAYMENT OF FEES

Fees **MUST** be paid prior to the training date or on the starting date of the training.

SEMINAR/TRAINING/CONFERENCE REGISTRATION FORM

First name.....

Surname.....

Telephone Number..... **Cell No**.....

Organization.....

Designation.....

Postal Add.....**Code**.....

E-mail Address.....

Country.....

Payment Detail ; All payments should be made in favor of Ethics Institute of East Africa

Kenya (KSH) Shilling Account

Ethics Institute of East Africa

Absa Bank of Kenya

Branch ; Nkrumah Road

Branch Code ; 016

Bank Code ; 03

Swift Code ; BARCKENX

Account Number; 2049992893

MPESA PAYMENT; PAYBILL 303030; ACCOUNT NUMBER 2049992893.

INTERNATIONAL PARTICIPANTS

All participants from outside Kenya, should fill the above training application form and make payments through the institute's USD Account indicated below.

Dollar (USD) Account

Ethics Institute of East Africa

Absa Bank of Kenya

Branch ; Nkrumah Road

Branch Code ; 016

Bank Code ; 03

Swift Code ; BARCKENX

Account Number; 2049992834

ETHICEA ADVISORY BOARD

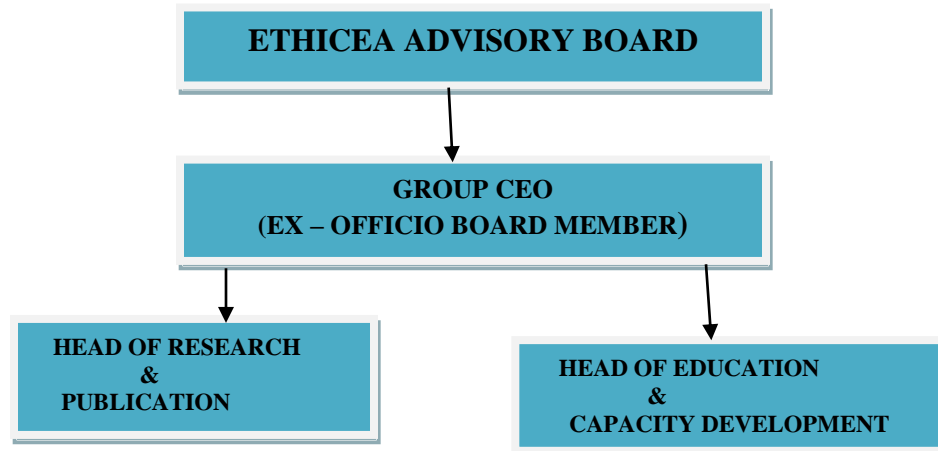
Our Advisory Board directors are appointed to represent interest groups and on voluntary basis with no benefits due to the nature of the organization as a non-profit public benefit institute. They are;

Mr; Samuel Kimeu - CHAIRMAN

M^s. Rose Nafula - DIRECTOR

Mr. Joseph P. Okhako; - CHIEF EXECUTIVE OFFICER

7.0: ETHICEA ORGANOGRAM



ETHICEA MANAGEMENT

- a) **GROUP CHIEF EXECUTIVE OFFICER (CEO);** Mr. Joseph P. Okhako. Reports to the Board; Functions include; overall day to day management of the institute including finance management, *provision of* leadership, implementation of the plan and human resource management, strategic advice, development of regional markets and partnerships, negotiations and provide Regional and international perspectives and linkages with ethics organizations and integrity organizations and agencies.
- b) **Administration and Programs Coordinator;** Ms. Lydia Manyasi; Functions include Office management, administrative and development of training programs in consultation the CEO.
- c) **Marketing Coordinator;** Ms. Margaret Mwembe; Functions include branding and marketing of training programs and related activities in close consultation with the CEO.

ETHICEA CONSULTING TEAM

Mr. Mohamed Murshid - Security, Governance and Leadership Consultant
Mr. Ambrose Rachier; - Ethics, governance and Leadership Consultant
Ms. Lydia Manyasi; – Ethics in Education and Communication Consultant
Dr. Johnson Ireri Kinyua; - Governance and Leadership Consultant.
Ms. Gertrude Chombo; - Ethics in Strategic Business Management
Dr. Francis Owakah; - Ethics and Human Rights
Dr. Patrick Munene; - Ethics and Integrity in Finance
Dr. Doozo Radido; - Strategic Management Consultant
Mr. Justin Mutie; - Ethics in Finance and Accounts
Mr. Christopher Khayere - Cybersecurity and Data Protection Expert
Mr. Johnson Gachanja – Procurement & Supply Chain Management Expert

CONCLUSION

In conclusion, ETHICEA is dedicated to providing the highest services to organizations. Our skills will help in enhancing the overall effectiveness, efficiency of organizations and makes EthicEA a pillar of integrity in the region. The distinct advantage of dealing with EthicEA is that of dealing with a highly skilled and competent ethics & integrity consultancy team that is receptive to your needs and very familiar with the subject due to our partnership with global ethics and integrity institutions.

If there is need for our services, please do not hesitate to contact the Chief Executive Officer, directly for face to face consultation.

CONTACT DETAILS

For further information about this document or enquires, kindly contact us at:

Ethics Institute of East Africa (EthiceA)

Sandalwood Gardens – Arqwing, Kodhek Road

P.O. Box 79150 – 00200 NAIROBI - KENYA

86596 – 80100 MOMBASA - KENYA

Mobile Telephone +254728803344/752814545

+254727303190 / 0108 986810

Email info@ethicea.org, okhako1972@gmail.com; okhako@ethicea.org

Web;ite www.ethicea.org