



PB INSTITUTE OF RESEARCH AND TECHNOLOGY

P.O Box 21457-00100

Nairobi - Kenya

Mobile: +254 721 214 795

Email: info@pebblesinstitute.org

Behavioral Ethics In Decision Science Training Course

Duration: 5 days

On-Site

01 Who Should Attend

- This course is ideal for:
- Senior Executives and Managers??
- Risk, Compliance, and Governance Professionals??
- Behavioral Science and Data Analytics Specialists??
- Legal, Audit, and Finance Professionals??
- Human Resource and Organizational Development Leaders??
- Public Sector and Policy Makers??
- Consultants and Advisors??
- Academics and Researchers??

02 About the Course

The Behavioral Ethics in Decision Science Training Course explores the psychological, social, and cognitive factors that influence ethical and unethical decision-making in organizational contexts. It bridges the gap between behavioral science and ethical leadership, helping participants understand *why* even well-intentioned individuals can make flawed ethical choices under pressure or uncertainty.

Participants will gain insights into how biases, emotions, social norms, and organizational culture shape ethical behavior. The course introduces practical tools and frameworks for improving ethical awareness, designing better decision environments, and fostering integrity-driven leadership.

Through case studies, interactive discussions, and applied exercises, participants will learn how to recognize ethical blind spots, mitigate bias, and make more rational, responsible, and transparent decisions—strengthening both individual judgment and organizational trust.



PB INSTITUTE OF RESEARCH AND TECHNOLOGY

P.O Box 21457-00100

Nairobi - Kenya

Mobile: +254 721 214 795

Email: info@pebblesinstitute.org

03 Workshop Objectives

- Understand the core concepts of behavioral ethics and its relevance to organizational decision-making.
- Develop a strategic mindset for identifying and mitigating ethical blind spots.
- Master techniques for recognizing cognitive biases that influence ethical choices.
- Learn to design systems and processes that promote ethical behavior.
- Cultivate ethical leadership and decision-making in complex situations.
- Enhance personal and organizational accountability for ethical conduct.

04 Module Topics

Module 1: Foundations of Behavioral Ethics

- Defining behavioral ethics and its distinction from traditional ethics.
- Exploring the psychological roots of unethical behavior.
- Understanding the impact of cognitive biases on ethical decision-making.
- The role of situational factors in influencing moral choices.
- Case studies of ethical lapses and their behavioral explanations.

Module 2: Ethical Blind Spots and Bounded Ethicality

- Identifying common ethical blind spots (e.g., in-group favoritism, implicit bias).
- Understanding "bounded ethicality" and its implications for leaders.
- The impact of self-serving bias and overconfidence on ethical judgment.
- Strategies for recognizing and overcoming personal ethical blind spots.
- The importance of diverse perspectives in ethical review.

Module 3: Nudging Ethical Behavior



PB INSTITUTE OF RESEARCH AND TECHNOLOGY

P.O Box 21457-00100

Nairobi - Kenya

Mobile: +254 721 214 795

Email: info@pebblesinstitute.org

- Applying insights from behavioral science to design ethical environments.
- Understanding the power of defaults, framing, and social norms.
- Strategies for subtly influencing ethical choices.
- The role of transparency and clear communication in ethical nudges.
- Case studies of successful ethical nudges in organizations.

Module 4: Ethical Leadership and Culture

- The importance of leaders modeling ethical behavior consistently.
- Strategies for communicating ethical values and expectations effectively.
- Building a culture of psychological safety where ethical concerns can be raised.
- Empowering employees to make ethical decisions and challenge unethical behavior.
- The impact of ethical leadership on organizational integrity.

Module 5: Designing Ethical Systems and Controls

- Integrating ethical considerations into organizational processes and systems.
- Developing robust internal controls to mitigate ethical risks.
- The role of ethical charters, codes of conduct, and policies.
- Implementing fair and transparent reporting mechanisms (e.g., whistleblowing).
- Ensuring accountability for ethical conduct through system design.

Module 6: Managing Ethical Risks in Decision Science

- Identifying ethical risks in data collection, algorithms, and AI.
- Understanding issues of bias, fairness, and transparency in automated decisions.
- Strategies for ethical data governance and privacy.
- The role of ethical impact assessments for new technologies.
- Navigating the ethical implications of predictive analytics.

Module 7: Continuous Ethical Learning and Resilience



PB INSTITUTE OF RESEARCH AND TECHNOLOGY

P.O Box 21457-00100

Nairobi - Kenya

Mobile: +254 721 214 795

Email: info@pebblesinstitute.org

- ▶ Strategies for fostering a mindset of continuous ethical learning.
- ▶ Developing personal and organizational resilience to ethical challenges.
- ▶ Learning from ethical failures and implementing corrective actions.
- ▶ Building a strong network for ethical guidance and support.
- ▶ Creating a personalized action plan for championing behavioral ethics in your organization.