Open Training Sessions - October 2025

AGENDA

21 – 24 OCTOBER 2025
BOGOTÁ, COLOMBIA

TRAINERS:
MR. ANDREA DE TOMMASO - SENIOR CONSULTANT

MS. JENNIFER CALMELAT – CONSULTANT

Day 1 – 21 October 2025

Time	Subject	Overview
09:00 - 10:00	**Module 1 - Opening Session**	• Opening Remarks; • Introduction and Presentation of the Agenda; • Introduction of Participants.
10:00 - 10:15	**Coffee break**	
10:15 - 11:00	**Module 2 – Safeguarding and PSEAH: Terminology, Principles and Survivor Centred Approaches**	• Safeguarding; • Survivor/victim; • Survivor-centered approach; • Fundamental SGB principles.
11:00 - 11:45	**Module 3 - Understanding Fraud: Simplifying Complexity and Exploring Global Cases**	• The elements of fraud; • Analysis of major global fraud cases; • Conditions potentially favouring fraud.
11:45 - 13:00	**Module 4 - Core Principles and Investigative Process**	• Investigative principles; • Survivors in investigations; • Standards of proof; • Due Process; • Receiving a Complaint; • The Parties; • Stages of an investigation; • The Investigations Manager ROLE.
13:00 - 13:45	**Lunch**	
13:45 - 14:45	**Module 5 - Types of Fraud and Standard Definitions**	• An overview of different types of fraud; • Definitions of Fraudulent and Corrupt Practices; • Standard definitions used by MDBs and the UN Secretariat.
14:45 - 15:45	**Module 6 – Preparing for an Investigation**	• Initial Actions; • Developing an Investigation Plan.
15:45 - 16:00	**Coffee break**	
16:00 – 16:45	**Practical Exercise**	• Drafting an Investigation Plan.
17:00	**End of day 1**	

Day 2 – 22 October 2025

Time	Subject	Overview
09:00 - 09:15	**Day 1 Recap**	
09:15 - 10:15	**Module 7: Focus on Procurement Fraud**	- Overview of the Procurement Process; - How does bribery occur in procurement and how does it impact on fairness and transparency? - Collusion Schemes
10:15 - 10:30	**Coffee break**	
10:30 - 11:30	**Module 8 – Evidence Gathering**	- What is Evidence; - Primary Sources of Evidence; - Obtaining Evidence; - Handling Evidence.
11:30 - 12:30	**Practical Exercise**	Evidence Gathering.
12:30 – 13:15	**Lunch**	
13:15 - 14:15	**Module 9 – Evidence Analysis**	- Assessing the Evidence; - The Analyst's Rule.
14:15 - 15:15	**Practical Exercise**	Evidence Analysis.
15:15 - 15:30	**Coffee Break**	•
15:30 - 16:30	**Module 10 - Interviewing I**	General principles of interviewing.
16:30 - 17:30	**Module 11 - Interviewing II**	Conducting the interview.
17:30	**End of day 2**	

Day 3 – 23 October 2025

Time	Subject	Overview
09:00 - 09:15	**Day 2 Recap**	
09:15 - 10:00	**Module 12 - Interviewing III**	• Vulnerabilities of interviewees • Trauma-informed approach and why it is important • Before, during, and after the interview.
10:00 – 10:45	**Module 13 - Understanding and Combating Corruption**	• Corruption as a Global Challenge; • Definitions, Types, and Classifications of Corruption; • International Conventions and Standards; • Emerging Trends in Corrupt Practices and Adaptive Countermeasures.
10:45 - 11:00	**Coffee Break**	
11:00- 11:45	**Module 14 - Simulated Investigation**	• Introduction
11:45 - 12:00	**Interview Role Play 1**	• Interview with Ms. Lucía Riaño – alleged SEAH victim. Interviewer must plan and conduct; Observers take notes and provide feedback.
12:15 - 1315	**Interview Role Play 2**	• Interview with Ms. Mónica Castillo (SRC staff member) – alleged AC victim. Same process.
13:15 - 14:15	**Lunch**	
14:15 - 15:00	**Interview Role Play 3**	• Interview with Mr. Simón Delgado (refugee community leader) – witness. Same process
15:00 - 15:15	**Coffee Break**	
15:15 - 16:15	**Interview Role Play 4**	Interview with Ms. Daniela Cárdenas (refugee) – alleged victim. Same process.
16:15 - 17:15	**Interview Role Play 5**	Interview with Mr. Esteban Rivera (SRC staff member) – alleged perpetrator. Same process.
17:15	**End of day 3**	

Day 4 – 24 October 2025

Time	Subject	Overview
09:00 - 10:00	**Module 15 - Lessons Learned**	Extracting lessons from practical exercises.
10:00 - 10:30	**Coffee Break**	
10:30 - 11:30	**Module 16 - Ethical Integrity and Conflict of Interest**	• Conflicts of Interest and Anti-Corruption; • Codes of Conduct; • Whistleblowing in Anti-Corruption: Global Perspectives and Legal Frameworks.
11:30 - 12:00	**Module 17 – Reporting of Findings**	• General Principles; • Types of Reports; • The Investigation Report; • The Advisory Report.
12:00 - 13:00	**Module 18 - Detecting Corruption in Procurement**	• Red-Flags of Corruption Schemes.
13:00 - 14:00	**Lunch**	
14:00 - 15:30	**Module 19 – Final Wrap-Up and Feedback Session**	• Parking Lot Review; • Coaching and Mentoring overview; • Quiz requirements; • Certification.
15:30	**End of training**	