
Whistleblowing and Internal Investigations





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Whistleblowing and Internal Investigations is a five-day senior investigations course delivered by Mars Training Centre in London, Paris, Amsterdam, Dubai and Prague — designed for heads of compliance, general counsel, investigations leads and senior HR leaders who run their organisation's whistleblowing and investigations function.

Whistleblowing and internal investigations have become a recognised executive discipline. The UK Public Interest Disclosure Act, the EU Whistleblowing Directive and equivalent legislation in many jurisdictions now protect those who raise concerns and place obligations on employers to handle disclosures lawfully. Boards expect a credible speak-up culture, well-run investigations and findings they can act on. Mishandled cases — whether through retaliation, poor investigation or delayed response — have become a leading source of regulatory and reputational damage.

This programme builds the senior practitioner's command of the whistleblowing channel, the internal investigation and the difficult decisions that surround both. It is delivered by senior practitioners drawn from the Mars panel.

What You Will Learn

By the end of this programme, you will be able to:

- Apply the major whistleblowing legal regimes — UK, EU and equivalent — to your channel design.
- Build a whistleblowing programme that earns the trust of employees and the board.
- Triage and assess whistleblowing disclosures consistently.
- Plan and lead internal investigations to professional standards.
- Conduct fact-finding and subject interviews credibly and lawfully.
- Manage evidence and confidentiality through the investigation lifecycle.
- Report investigation outcomes to the board, regulators and external authorities.
- Design anti-retaliation safeguards and protect those who raise concerns.

How You Will Benefit

You will leave with the senior practitioner's command of whistleblowing and investigations leadership, along with a Mars Certificate of Completion.

Your organisation will gain a leader who can run a speak-up channel that works, lead investigations that withstand scrutiny, and reduce the regulatory and reputational risks that mishandled disclosures create.



Who This Programme Is For

This programme is designed for senior practitioners running whistleblowing and investigations functions, including:

- Heads of compliance and ethics
- General counsel and senior legal advisers
- Heads of HR with employee-relations responsibility
- Heads of internal audit, fraud and investigations
- Heads of corporate security and corporate affairs
- Senior public-sector officers handling protected disclosures
- Audit committee members reviewing whistleblowing oversight
- Senior managers preparing for chief compliance, chief audit or general counsel roles

The seniority floor is senior manager and above in legal, compliance, audit, HR or investigations. Delegates work applied case exercises across the week, supported by validated diagnostic tools and personal faculty feedback.