Modern Trends in Training on Combating Corruption

Prof. Dr. Mohamed Fawzy Waly

■ Professor of Educational Technology, Former Dean of the Faculty of Computer and Information, Damanhour University– International Expert in Training and Leadership Development

Training and skills development fields are witnessing rapid advancements in response to continuous and accelerating technological changes. Aligning with this rapid development, the Egyptian Anti-Corruption Academy adopts a clear approach to developing and updating the training programs and methods it provides, making training on combating corruption more interactive. This approach helps trainees acquire the skills and knowledge necessary to combat corruption using modern and innovative techniques. In this eassay, we shed light on the concept of effective training, its importance, the major challenges it faces, and the key modern trends in training on combating corruption.

First: The Concept of Effective Training

Effective training serves as the cornerstone for development and creating positive change in participants' skills and knowledge, in addition to building positive convictions. Knowledge is a treasure, and training is its key.

Effective training can be defined as a process that encourages participants to think about what they learn, enjoy the experience, and apply it in their daily lives. Accordingly, the concept of effective training can be summarized in three words: Think, Enjoy, Apply. This contrasts sharply with what happens in many traditional training programs, which focus on three completely different practices: Memorize, Recite, Forget.

Second: The Importance of Effective Training

Effective training plays a significant role in building participants' capacities and raising awareness, both at the individual and institutional levels. Its importance can be summarized in the following points:

- Developing Technical Skills: Enhancing the technical skills necessary for carrying out daily tasks and responsibilities.
- Building Awareness: Raising awareness among individuals, particularly about national issues such as combating corruption, leading to positive changes in behavior and fostering a sense of social responsibility.
- Improving Performance and Productivity: Effective training improves individual performance by enhancing their skills, which contributes to achieving goals efficiently and effectively.
- Keeping Up with Accelerating Knowledge Advances: As knowledge evolves rapidly, those who do not advance fall behind. Effective training provides an opportunity to continually update individuals' knowledge and skills.
- Creating Opportunities for Self-Growth and Lifelong Learning: This fosters a culture of creativity within institutions.
- Achieving Performance Quality: By reducing errors and potential risks, effective training builds comprehensive awareness of best practices and preventive measures.

Effective training is not merely a series of workshops but rather a form of long-term investment that positively reflects on individuals and communities by building constructive cadres capable of addressing challenges and achieving sustainable development across all sectors of society.

Third: Challenges Facing Effective Training

Achieving effective training requires providing a safe training environment, one that allows participants to experiment and interact freely without feeling threatened. However, several challenges may hinder effective training, including:

- Resource-Related Challenges: These involve shortages in financial resources or skilled human resources (competent trainers).
- Design and Implementation Challenges: These include failing to align training with participants' needs, weak implementation mechanisms, and reliance on traditional, non-interactive methods that do not keep pace with modern developments.
- Participant-Related Challenges: These involve varying skill levels among trainees and resistance to change from many participants.
- Environmental and Technical Challenges: These include weak technological infrastructure and a lack of alignment with global modern trends in training.

- **Evaluation and Follow-Up Challenges:** These are represented by the failure to measure the impact of training on participants' skills, knowledge, and attitudes in the field after a suitable period of time post-training.

Despite these challenges, they can be overcome through careful planning, maximizing the use of available resources, and ensuring that training objectives meet participants' needs. Additionally, it is essential to align training methods and techniques with global modern trends in the field, which will be clarified in the next part.

Fourth: Key Modern Trends in Training on Combating Corruption

Below are the most prominent contemporary trends in the field of training, which can be implemented to achieve effective training in combating corruption:

Micro Training

This approach focuses on delivering training content in short, concentrated units, making it easier for participants to quickly absorb and apply information.

Example: For employees with busy schedules, short videos on concepts such as integrity and transparency can be shared. Daily tips on combating corruption can also be sent via email or mobile apps.

At the Egyptian Anti-Corruption Academy, this approach is already applied, where a single training day consists of three sessions, each lasting 1.5 hours. Each session covers specific skills, ensuring practical and procedural learning.

Flipped Training

This modern approach shifts theoretical learning outside the training room, allowing participants to independently acquire basic knowledge through pre-prepared educational materials (videos, articles, interactive lessons, etc.). Training sessions are then used for practical activities.

- **Example:** To address corruption, videos explaining the basics—such as its definition, types, effects, and key strategies to combat it—can be provided beforehand. During sessions, time is allocated for practical exercises, like analyzing real corruption cases or engaging in role-playing to simulate decision-making in critical scenarios.

Gamification-Based Training

This approach incorporates game elements into the training process to motivate and engage participants, such as offering rewards and points for achievements, making learning more enjoyable and stimulating.

Example: A gamified training program could involve a game where participants progress through stages like "Understanding Corruption," "Investigation," and "Solution Proposals." Points or badges can be awarded for good performance, such as identifying corrupt practices or offering effective recommendations. Competitions among participants could also be organized to see who provides the best solutions to ethical dilemmas in workplace scenarios.

> **Training is not merely the execution of a series of workshops; it is a form of long-term investment that positively impacts individuals and communities by building constructive cadres capable of addressing challenges and achieving sustainable development across all sectors of society.**

Simulation Training

This approach is based on designing realistic scenarios that mimic actual situations and events, allowing participants to learn from experience without real risks. Scenarios are created to showcase various forms of corruption (e.g., bribery, embezzlement, abuse of power, document forgery). A simulated environment is developed, replicating procedures and situations similar to real workplace conditions. This includes simulations for analyzing suspicious data to identify patterns indicative of corruption. At the Egyptian Anti-Corruption Academy, this method is applied in training programs, especially those aimed at law enforcement agencies. Participants are trained on how to collect and analyze information, investigate corruption crimes and perpetrators, gather evidence, and present it to investigative bodies. They are also exposed to unexpected scenarios that

may challenge their ability to make sound decisions under pressure, ensuring compliance with the law. Through such simulations, participants' capabilities are enhanced, improving the operations of their respective organizations, particularly those comparable in other countries.

Social Training

This method enhances learning through interaction with others and group collaboration. Trainees are divided into groups to discuss anti-corruption topics, exchange ideas, and propose solutions. Group games are also organized to strengthen teamwork and foster a better understanding of strategies to combat corruption. This approach increases opportunities for peer learning, enabling participants to benefit from each other's experiences and insights.

Performance-Based Training

This method focuses on developing practical skills and actual performance through challenges and hands-on tasks.

Example: Participants may be tasked with addressing practical corruption-related challenges, such as analyzing cases of corruption and proposing potential solutions.

Performance evaluation tools are employed to assess the trainees' effectiveness in handling corruption-related scenarios, with immediate feedback provided to enhance their performance.

In conclusion, the diligent efforts of the Egyptian Anti-Corruption Academy to continuously update and develop training programs, while employing modern trends in training, play a crucial role in achieving greater efficiency and effectiveness in addressing this global issue.

Using modern training approaches enhances participants' critical thinking abilities, improves their skills, and reinforces values of compliance with international agreements and standards, such as the United Nations Convention against Corruption. This enables Egyptian state institutions to align their strategies with best practices in combating corruption and promoting integrity, transparency, and accountability.

The training programs also focus on instilling workplace integrity values, enhancing skills in analysis, crisis management, and decision-making in challenging environments. They address evolving challenges, such as digital corruption and technological threats, fostering comprehensive awareness of new dimensions of corruption and how to counter them at an early stage.

> **Effective training is the cornerstone of development and creating positive change in participants' skills and knowledge, as well as fostering positive convictions. Knowledge is a treasure, and training is its key.**

To sum up, employing these modern training approaches in combating corruption is no longer optional—it has become an urgent necessity to effectively and sustainably address contemporary challenges.