



# Performance Management Comprehensive Business Management and Ethical Practices Seminar

THIS SEMINAR CONTRIBUTES TO THE REQUIREMENTS  
FOR CONTINUING PROFESSIONAL DEVELOPMENT.

**Seminar content is aligned with the syllabus of BT of the ACCA.**





## Seminar Information

Dates:

Starts: 10/02/2026

Ends: 05/04/2026

Location: Live-Online Learning via Zoom

Time: 18:20-21:05

Seminar Duration: 50 hours

CPD's: 50

Language: Greek (with English Terminology)

Materials: English

Instructors: Constantinos Mitsigkas, Eleni Stylianides

Cost:

- €400 after deducting subsidy from the HRDA of for all eligible participants
- €800 all non-eligible HRDA subsidy participants

Required registration on the ERMIS (HRDA) portal as an employed beneficiary of a subsidy or non-beneficiary of a subsidy. Contact us for more information about the registration procedures.

## Training Objectives

This seminar aims to equip participants with a comprehensive understanding of business organisations, including their purpose, structure, key characteristics, and differences across sectors. Participants will develop the ability to analyse economic, social, and demographic factors affecting business performance, assess organisational competitiveness using strategic models such as SWOT, Porter's Five Forces, and the value chain, and understand the regulatory framework of the accountancy profession. The seminar also enhances practical skills in evaluating social responsibility, legal and reporting requirements, fraud risk, and ethical decision-making, while promoting professional attitudes aligned with ethical standards and stakeholder accountability.

## Purpose

The purpose of this seminar is to equip participants with comprehensive knowledge and practical skills in modern business management, with a strong emphasis on organisational structure, economic influences, stakeholder management, and the integration of technology and ethics. It aims to enhance participants' understanding of organisational culture, leadership, internal controls, and accounting functions, while promoting ethical behaviour and compliance with regulatory standards. By developing essential competencies in leadership, team management, stakeholder communication, and financial control, the seminar supports employers in strengthening governance, reducing organisational risk, and improving overall operational effectiveness through ethical and responsible business practices.

## Target Audience

Ideal participants in this seminar are individuals from various sectors who are involved in auditing, assurance, risk management, and compliance. Here's a breakdown of potential participants: Auditors, Internal Auditors, risk management professionals, compliance officers, accountants, finance professionals involved in financial reporting, internal controls, and risk management interested in gaining insights into audit methodologies and assurance frameworks, representatives from regulatory bodies, government agencies, and oversight authorities. Overall, participants in this seminar come from diverse backgrounds and roles but share a common interest in advancing their expertise in operational and ethical management to enhance organizational performance, governance, and accountability.

\*The number of participants is limited to 28.



# Agenda

## Dates:

**Feb.: 10, 14, 15, 17, 24**

**Apr.: 4, 5**

**Mar.: 3, 7, 8, 10, 17, 21, 22, 24, 31**

## Topics:

### **1. Business Organisations, Environment and Strategy**

- The purpose and types of business organisation
- Stakeholders in business organisations
- The formal and informal business organisation
- Business organisational structure
- Political and legal factors affecting business
- Macroeconomic factors
- Microeconomic factors
- Social and demographic factors
- Technological factors
- Environmental and sustainability factors
- Competitive factors

### **2. Governance, Culture and Sustainable Practices**

- Organisational culture
- Governance in business organisations
- Sustainable business practices

### **3. Accounting, Finance, Regulation and Controls**

- The relationship between accounting and other business functions
- Accounting and finance functions within business organisations
- Financial information provided by business
- Financial systems and technology
- Internal controls
- Regulation and financial crime
- The impact of advances in technology

### **4. Leadership, Management and Organisational Behaviour**

- Leadership, management and supervision
- Individual and group behaviour in business organisations
- Team formation, development and management
- Motivating individuals and teams
- Communicating in business
- Sources of conflict and techniques for conflict resolution

### **5. Performance, Learning and Ethics**

- Learning and training at work
- Review and appraisal of individual performance
- Personal effectiveness
- Consequences of ineffectiveness at work
- Competence frameworks and personal development
- Fundamental principles of ethical behaviour
- Corporate codes of ethics
- Ethical conflicts and dilemmas
- The role of regulatory and professional bodies in promoting ethical and professional standards in the accountancy profession