



Workshop on Professional Integrity, Professional Behavior and Competence in EU Fund Management, Anti-Fraud, Anti-Corruption, Anti-Money Laundering, Prevention of Double Funding and Conflicts of Interest

Day 1 — December 7th

The Integrity Mission: When Judgement Is Tested

Opening: “The Snow Is Falling, But the Risks Are Rising”

09:00 – 09:30

Opening — “The Snow Is Falling, But the Risks Are Rising” Teams enter the Christmas Control Room and receive their mission briefing.

Participants are welcomed into the fictional setting of the **Christmas Control Room**, where several EU-funded programmes are approaching year-end closure. Claims must be verified, payments must be authorised, and several sensitive integrity signals have just arrived.

Teams are formed and receive their first mission package.

Learning focus:

- Understanding the workshop mission.
- Creating a competitive but safe learning environment.
- Introducing the link between integrity, fraud prevention, risk analysis, controls and professional judgement in EU Funds Management, Control and Audit.

09:30 – 10:30

Mission 1 — The Integrity Compass

Financial, Personal and Organisational Integrity Under Pressure

Teams receive a series of **sharp integrity cases**. Each case contains a professional dilemma involving pressure from management, unclear rules, personal relationships, sensitive information, gifts, time pressure or political expectations.

10:30 – 10:45 — Coffee Break

10:45 – 12:00

Mission 2 — The Dilemma Arena

Carefulness, Professional Behaviour and Confidentiality

Teams enter the **Dilemma Arena**. They receive more complex cases where all answers seem partly right, but only one answer is professionally strongest.

12:00 – 13:00 — Lunch Break

13:00 – 14:15

Mission 3 — The Control Room Test

Teams receive a fictional EU-funded project file. The file looks complete at first sight, but contains weaknesses, missing evidence and unclear explanations.

14:15 – 14:30 — Coffee Break

14:30 – 15:30

Mission 4 — The Santa's Ethics Hotline Simulation

Handling Signals, Rumours and Whistleblower Information

A fictional signal arrives through the "Santa's Ethics Hotline":

15:30 – 16:30

Mission 5 — The Integrity Snowstorm

High-Pressure Final Round Day 1

Teams face a fast-moving simulation. Several events happen at once.

16:30 – 19:00 — Vienna Walking Tour & Festive Food Tasting

A relaxed, atmospheric afternoon to unwind after an intensive training day.

Highlights include:

- **Vienna Old Town Walk** — St. Stephen's Cathedral, Graben, Kohlmarkt
- **Imperial Vienna** — Hofburg, Spanish Riding School, Michaelerplatz
- **Christmas Market Experience** — seasonal lights, crafts, music
- **Festive Food Tasting:**
 - Wiener Würstel variations
 - Kaiserschmarrn tasting
 - Christmas punch or non-alcoholic Punsch
 - Traditional Viennese pastries (Sachertorte bites, Vanillekipferl)

A perfect blend of culture, networking, and seasonal atmosphere.

Day 2 — December 8th

The Anti-Fraud & Anti-Corruption Mission

09:00 – 09:20

Day 2 starts with a festive but serious message:

"Yesterday, you protected your professional judgement. Today, you protect the funds."

09:20 – 10:30

Mission 6 — Red Flags in the Christmas Tree

Team Game challenge:

Teams must build a **Red Flag Christmas Tree**.

From Integrity Judgement to Fraud Awareness

10:30 – 10:45 — Coffee Break

10:45 – 12:00

Mission 7 — The Anti-Fraud Christmas Decorations in the Tree

Team Game challenge:

Teams create their own **AFC Decorations** based on their own good practices and their own needs to protect the Funds.

12:00 – 13:00 — Lunch Break

13:00 – 14:00

Mission 8 — Strengthening the Anti-Fraud Skills and Expertise in Christmas atmosphere

Team Game challenge:

Under the festive Christmas tree, the teams put their **anti-fraud skills to the test** and **sharpen them** using real fraud case studies.

14:00 – 14:15 — Coffee Break

14:15 – 15:15

Mission 9 – COI Christmas Court

Conflict of Interest: Appearance, Risk or Reality?

Teams act as professional panels in the **COI Christmas Court**. They must assess different conflict of interest scenarios.

15:15 – 16:00

Mission 10 —Anti-Corruption Essentials: The Influence Map

Gifts, Pressure, Favouritism, Collusion and Hidden Interests

Teams receive a network of people and organisations connected to a funded project.

Some connections are innocent, others may indicate corruption or conflict of interest.

16:00 – 16:45

Mission 11 —Double Funding Detective

One Cost, Two Claims, Many Explanations

Teams investigate a possible double funding case.

The beneficiary claims that several costs are eligible under an ESI project.

However, similar costs appear in another IPA, AMIF, ISF or national programme file.

16:45 – 17:00

Awards Ceremony

The Christmas Integrity & Anti-Fraud Awards

The workshop ends with a festive awards ceremony.

The winning team receives the symbolic title:

Christmas Guardians of Public Funds

This Team Game helps professionals sharpen their judgement, strengthen their controls and protect public funds — before the snow covers the tracks.