

MAKE ETHICS REAL

Inner Strengths

A retreat for compliance and ethics champions hosted by Integrity Matters at the London Film Academy

London, 15 – 16 December 2025



**INTEGRITY
MATTERS**

INDEPENDENT-INNOVATIVE-INSIGHTFUL

www.integrity-matters.com



Core Competencies for Turbulent Times

Being entrusted with embedding a culture of integrity across an organisation is an incredible opportunity. It has its challenges too, and these change overtime.

As ethics and compliance professionals' responsibilities continue to evolve, pressure mounts in line with expectations. Meeting peers to take stock and recalibrate your approach can provide a much-needed boost.

MAKE ETHICS REAL kicked off in 2024 as a programme designed to take participants through a structured process that helps them reflect on which competencies are needed to thrive in their role.

Working with seasoned ethics and compliance professionals, we developed a competency framework that maps the core competencies required to excel. These relate to:

- › Vision and values
- › Interacting with others
- › Inner strengths

Our 2025 event is a chance to reflect on how latest developments affect you and your work.

Our **INNER STRENGTHS** retreat on 15-16 December 2025 will focus on how to manage our mental, emotional and physical energy in roles that place sustained high demands on us.

By examining our needs and underlying facts we can draw on the knowledge of experts and explore a blend of traditional wisdoms and cutting edge techniques to determine what keeps us agile, resilient and self-confident.

The London Film Academy will host this event in London, allowing us a unique opportunity to meet in person and take stock in a welcoming space.





Your Programme

DAY 1

10:00	Welcome - what has changed since 2024?
10:30	The Competency Framework - <i>Personal Stock-take</i>
11:30	Resilience - <i>Insights from the Frontline</i>
13:00	Lunch
14:00	Expressing Discomfort - <i>a Case Study</i>
15:00	Safeguarding - <i>Protecting our Most Vulnerable</i>
16:15	Break
16:30	Occupational Health and Trauma-Informed Approaches
17:30	Immersive Activity and Feedback Loop
19:00	Dinner

DAY 2

9:00	Check In
10:00	Self Confidence - <i>Take Your Dreams Seriously</i>
11:15	Break
11:30	Ubuntu - <i>Humanity to Others</i>
12:30	Lunch
14:00	Agility - <i>Protect Yourself (from Burnout)</i>
15:30	Break
16:00	What next - <i>Empower Yourself</i>
18:00	Close



Who should attend?

The retreat is ideal for senior compliance and ethics professionals who wish to develop the core competencies that are needed to succeed, as complements to sound technical knowledge. Our events focus on skills and tools to:

- Define and defend ethics and compliance for greater leadership buy-in
- Express a compelling personal vision for the role
- Enhance our ability to embed ethical values despite challenges that arise in increasingly complex working environments.

We also warmly welcome other interested professionals.

The experience

This in-person event runs from 10 am on Monday 15 December to 5 pm on Tuesday 16 October 2025.

You will join a collaborative, open and supportive community with an emphasis on dialogue and development. A virtual preparatory session introduces you to fellow participants to compare notes on what it takes to thrive in your role. Our Integrity Matters online self-evaluation tool will help you reflect on personal core development needs.

Accommodation

Nearby accommodation includes low cost options at IBIS London Earls Court or PREMIER INN London West Brompton Hotel. We have not made a group booking but are happy to confirm if other attendees plan to stay at the same venue.

Catering

The programme includes lunch and refreshments on both days and dinner together on Day 1 (Monday 15 December).

How to join us

Please complete and return the booking form overleaf ASAP - places are limited. The fee is £1450 +20% VAT which includes meals and refreshments but not travel or accommodation. We offer an early bird fee of £995 + VAT for registrations made before 10 October 2025.

The booking fee in both instances is £450 +VAT (non-refundable) with the remainder to be paid by 21 November latest.





About Us

There is a huge opportunity to embed a stronger and more resilient culture of integrity across organisations.

INTEGRITY MATTERS was founded by Anny Tubbs to develop innovative and collaborative business ethics solutions.

Our insights allow us to address 'the elephants in the room'. In particular, we understand the **unique needs** of professionals tasked with overseeing ethics and compliance programmes in organisations. We help them develop the competencies displayed by individuals who are highly effective in such roles.

Our **independent** capacity-building and in-person events allow participants to take stock and chart their ongoing learning path and career development. To facilitate a more people-centred approach within organisations, our **collaboration** also involves experts whose research and work complement ours.



We draw on decades of experience across multiple sectors and organisational cultures:



Anny Tubbs

Anny worked as a lawyer and group-level executive in FTSE100 advisory and leadership roles for over 25 years. Her roles, including as Chief Business Integrity Officer at Unilever, focused on embedding responsible business practices. Anny co-founded and Chaired the European Chief Compliance and Integrity Officers' Forum (ECCIOF), working with peers from European multinationals to set a strong thought leadership agenda. She retrained in documentary filmmaking, journalism and multimedia production to focus on constructive storytelling and developing the insights and skills needed to foster positive change.

The Integrity Matters bespoke **COMPETENCY FRAMEWORK**:

Developed together with Paula Davis and Jason Baker, the Competency Framework reflects input from seasoned industry experts gathered for successive focus groups in 2022. Participants were willing to take stock of their experiences and share perceived areas for improvement in their approach to seeking to embed a culture of integrity across their organisations.

Our online self-evaluation tool enables you to determine where you stand, based on these insights - and decide what areas of further development to prioritise.

You can attend our events in any order.



Meet our Facilitators

Confirmed participants include the following thought leaders:



Aisling TWOMEY

Aisling is Head of Financial Crime for Monzo's Business Bank and has worked in the sector for over a decade. She has worked in aviation security, human rights and politics. Aisling is currently working on her PhD, focusing on money laundering in the global art market.



Charles FOWLER

Charles is Global Coordinator of World Values Day. He chairs the Human Values Foundation, is director of the UK Values Alliance, and partner at the Collaborating Centre for Values-based Practice for Health and Social Care at the University of Oxford. He believes passionately in the power of values to help humanity to flourish.



Colette SHULVER

Colette is Deputy Head for Student Wellbeing and Safeguarding at the Lycée Français Charles de Gaulle. Her 30+ years' experience make her a highly respected voice on safeguarding policy, pastoral care and staff development.



Jean-Yves BROUSSY

Jean-Yves brings over 25 years of leadership experience, including roles such as Head of Danone's Supply Chain in Eastern Europe and CEO for the Algerian market. He now dedicates his expertise to help leaders understand their core values and take ownership to drive impact.



Kim TAYLOR

Kim brings a deep understanding of leadership, management and sustainability to her nature-based coaching practice. Having experienced burnout, Kim discovered the healing power of nature, which inspired her to help others reconnect with the natural world and rediscover their own balance.



Latif RUKARA

Latif has 25 years' experience in non-profit management, human resources and social work, with an academic background in labour sciences. Co-founder of the Ubuntu Academy and initiator of Ubuntu Impact, he leads educational and social projects in Belgium and Rwanda.



Rev Dr Matthew COLES

Matt commissioned into the Royal Army Chaplains' Department (RACHD) of the British Army in 2012. Presently, Matt is the capbadge lead for ethics and sits on advisory panels and projects from AI to lethality, as well as briefing ethical leadership on key courses.



Sophie OGILVY

Sophie specialises in helping boards and senior leaders design ethical cultures, build meaningful partnerships, and drive positive social and environmental impact through practical, purpose-led strategies.



Join Us !

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Please complete and return this form to anny.tubbs@integrity-matters.com

ABOUT YOU

First and last name:	
Phone / mobile number:	
E-mail:	
Job title:	
Company / organisation:	
Address:	

PAYMENT

E-mail and contact details to which invoice should be sent (if different from above):	
VAT number:	

PAYMENT OPTIONS

Payment can be made by **bank transfer** to:

Account name: Integrity Matters Ltd.
Account number: 35227486
Sort code: 04 00 75
IBAN: GB56 REVO 0099 6929 2637 58
BIC: REVOGB21
Payment reference: IMIS_Last name



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If you prefer to pay by credit card please tick this box and we will contact you



I confirm my registration and payment of £450 +VAT non-refundable registration fee.
I look forward to receiving confirmation of my booking and of next steps.

DATE:/...../.....

NAME:

SIGNATURE:



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