

The Law of Good People: Challenging States' Ability to Regulate Human Behaviour

How much can we know ex-ante about good people's awareness and ability to control their unethical behaviours?

How can we know that their goodness is genuine and not fake?

Are morality and traditional enforcement practices considerations, such as deterrence, effective in curbing behaviours that are only partly deliberative?

Introduction

The dominant paradigm of scholars in current legal theory is based on the need to assume that states are dealing with "bad people" who are pursuing their own self-interest. Behavioural ethics studies the automatic cognitive processes that direct self-interest and "moral blind spots", biases that allow people to bend the laws within the confines of their conscience. The advancement of behavioural ethics in the management literature and its collision with the traditional outlook requires a broad theoretical and empirical comparison of both traditional enforcement mechanisms and non-traditional measures to understand how states could deal with misdeeds often committed by normative citizens blinded by cognitive biases regarding their own ethicality. In contrast to behavioural economics, which focused on cognitive biases in making financial decisions, behavioural ethics, based on people's preferences in making ethical decisions, has been mostly ignored. The proposed training bridges the gap between the new findings of the behavioural approach to law and the existing methods used to modify behaviour. The book's main argument is that the unique insights of Behavioral Ethics into the cognitive and motivational aspects of the behaviour of "good people" require the development of new and innovative approaches to the normative treatment of a diverse population consisting of both good and bad people. Are you ready to explore various tools that policymakers can adopt to modify behaviour?

Program Objectives

This program aims to:

- examine the law's effectiveness in preventing people from engaging in uncooperative behaviours and wrongful conducts
- expose participants to the pros and cons of various intervention mechanisms, drawing practical conclusions for legal policymakers

Learning Outcomes

After completing this program, the participants should be able to:

- compares the impact of traditional methods with that of behaviourally informed enforcement mechanisms.
- optimize their regulatory and enforcement effects on both the deliberative and non-deliberative components of unethical behaviour.

Methodology

Gamification, case study, interview, case simulation, quiz, group discussion, lecture, videos.

Who Should Attend

Human resource personnel, marketing personnel, financial personnel, Senior Management, and anyone who would like to apply behavioural biases into the business strategy.

Program Outline

Day One	
Time	Topics
9:00am – 10:30am	Are You a Good Person? The module explains how both deliberate mechanisms prevent people from recognizing the wrongdoing in their behaviour and their own unethicity. Then, the participants would be able to identify the right or wrong behaviour within them. Finally, the participants would learn how to use a rubric in this module.
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	The Unbelievable Traditional and Non-formal Strategy The participants would learn regulatory approaches and compliance motivations in this module, incentives as the price-based regulatory approach that includes intrinsic and extrinsic motivation. In addition, the participants would look at fairness, morality and legitimacy. Then, the participants would look at the compliance model, multidimensional approach to legal compliance, and regulatory design response. Finally, in non-formal enforcement intervention, the participants would learn the main non-traditional methods.
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	Revisiting impact of Social Norms and Compliance Does this module cover the topic of how social norms matter? Social norms and dual reasoning, and misperceiving social norms as a means to justify good people's behaviour. A case study is used in this module to enable participants to see the impact of social standards and compliance.
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	Human is an Angel? Really? Several factors might explain the variations among people in their implicit and explicit legally relevant behaviours. In this module, participants would learn why some people react the way they do

	and why they decide.
Day Two	
Time	Topics
9:00am – 10:30am	<p>Interaction of Multiple Behaviour and Multiple Legal System</p> <p>The pluralistic account of the effect of the law on behaviour is based on several assumptions developed in this chapter. First, most people obey the law for multiple reasons, but people are more likely to experience and report their more noble motivations. Second, participants would apply dual reasoning to measure the "true" effect of the law. Finally, participants use multi-faced view and communicate with different populations at the same time.</p>
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p>Encounters When Conducting Enforcement</p> <p>Is it possible to simultaneously use traditional and non-traditional methods, or are they based on conflicting assumptions? Research in other contexts suggests that it is impossible to use approaches that combine intrinsic and extrinsic measures. Participants would be able to appreciate that the interaction between intrinsic motivation and implicit behaviours is more complex than what the legal literature assumes</p>
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p>How “Good People” Conduct Exploitation</p> <p>Individuals often feel that they are not being treated fairly by employers, public officials, or people they hire to attend to their best interests in various capacities, such as lawyers, physicians, architects, and accountants. Hence, participants should be able to differentiate professionalism against unethical practices.</p>
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p>Judgement by “Good” Employers</p> <p>Employment discrimination is one of the most severe problems in labour markets worldwide and has attracted more attention than other forms of discrimination. In this topic, participants know that employment cannot be discriminated against based on race, gender, religion, and age.</p>