

Ethical Leadership...

Doesn't happen overnight....or does it?

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Ethical Leadership - Agenda



- Leadership Examples
- Difference Between Leaders and Manager
- Why Good Leadership is Important
- Effective Leadership Traits
- Assimilation Techniques
- The Unethical Leader – What Do We Do?



Ethical Leadership

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Leadership Styles – the Good

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Leadership Styles – the Bad

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Leadership vs Management

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Attach

- Accessibility
- Transparency
- Accountability
- Championing
- Communicating
- Honesty



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Be Accessible: Build Effective Relationships



- Take Time to Meet With Employees
- Act Quickly and Responsively
- Be Present
- Listen
- Encourage Employees



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Be Transparent: Energize the Team



- Be Honest with Yourself First
- Trust
- Give Honest Feedback
- Communicate Decisions
- Facts vs. Stories

“A lack of transparency results in distrust and a deep sense of insecurity”

-- Dalai Lama



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Be Accountable: Model Personal Excellence, Integrity and Accountability



- Accept Responsibility
- Follow Your Ethical Compass
- Say What You'll Do and Do What You Say
- Give Credit Where it is Due
- Don't Blame Others or the Environment

"It's amazing what you can do if nobody cares who gets the credit" --

President Harry Truman



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Be a Champion: Shape the Future



- Challenge the Process
- Treat Others Fairly
- Be Objective
- Be Unselfish
- Create Successes
- Be Engaged

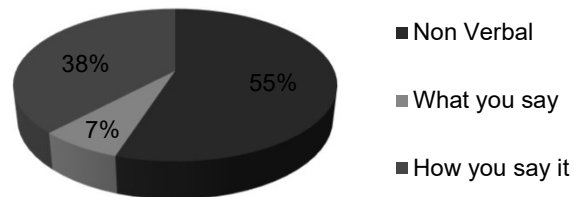


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Be a Good Communicator: Energize the Team-Build Effective Relationships



- Make it Safe
- Intent
- Mutual Purpose & Respect
- Listen Supportively
- Set the Stage
- Practice
- Be candid and respectful
- Learn to look
- Be aware of Body Language



*Albert Mehrabian, Professor Emeritus of Psychology, UCLA, in "Silent Messages" – A Wealth of Information About Nonverbal Communication (Body Language)"(2009)

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Be Honest: Model Personal Excellence, Integrity and Accountability



- Tell the Truth
- Be Self Aware
- Be Authentic
- Trust is the Key

“Leadership is a combination of strategy and character. If you must be without one, be without the strategy”

-- Gen. Norman Schwarzkopf



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Ethical Leadership Resources

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Questions for a Leader to ask Themselves

- Have I created an inclusive environment, as evidence by relationships with others, where people can perform their best?
- Do I have blocks in seeing other's true talent?
- What does it sound like when I speak with passion and heart?
- What people do I exclude, intentionally or unintentionally from fully participating on the team?
- How well do I provide candid feedback, development as well as positive reinforcement, for development?
- Do I seek and utilize inputs from others?
- What processes do I have to communicate with employees?



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