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?
Leadership Styles – the Good

• ...........

Leadership Styles – the Bad

• ...........
Leadership vs Management

- Attach

- Accessibility
- Transparency
- Accountability
- Championing
- Communicating
- Honesty
Be Accessible: Build Effective Relationships

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

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

Be Transparent: Energize the Team

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

Be a Champion: Shape the Future

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

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
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?