#SHIFTAPPENED

Jen Farthing and Marsha Ershaghi Hames, LRN

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The Tipping Point…
Why Now?
Facebook said that within 24 hours of Harvey Weinstein Scandal, 4.7 million people around the world engaged in the #metoo conversation, with over 12m posts, comments, and reactions.

Source: The Guardian October 2017

DO YOU Know your Audience?
Proactively Foster a Dialogue around Trust

Nearly 235 million women worldwide lack legal protections from sexual harassment at work

UCLA's WORLD Policy Analysis Center report examines all 193 U.N. member states

Is sexual harassment explicitly prohibited in the workplace?

Building Moral “Muscle”

- 59% of employees think that their organizations would be more successful when taking on their biggest challenges if their leadership had more moral authority
- 23% of employees say that they have observed their managers demonstrating the qualities and behaviors of moral leaders
- 30% say that their CEOs demonstrate the qualities of moral leadership
Accountability starts with Leaders: Develop the Front-Line

Setting the tone of a speak-up culture within the company often starts with leaders. Employees report misdeeds 71% of the time when they believe top management is committed to ethics. Front-line management are the gatekeepers of culture. They are in the most influential position to foster an environment for employees to raise concerns and speak out.

- 57% of people will go to their direct supervisor when they observe misconduct.
- Do they LISTEN UP?
  - Less than 2% of managers are formally trained around active listening.
  - Average manager interrupts employees within 17 seconds when someone is speaking.

LEADERS NEED TO MODEL #WALKTHETALK

1. Set the Tone
2. Practice having uncomfortable conversations
3. Be accessible
4. Be an active LISTENER
5. Take Action

REACH ACROSS THE TABLE: Collaborate Cross Functionally
Stories with Impact