Ethical Leadership

HCCA September 2016

Ethics Trivia

Which of the following is significantly correlated with Ethics?

1. Happiness
2. Cleanliness
3. Caffeine

Ethics Trivia

Which of the following is significantly correlated with Ethics?

1. Happiness
2. Cleanliness
3. Caffeine
4. All of the Above
Ethics Trivia

Cleanliness is next to godliness.

Ethics Trivia

Ethics Trivia

Ethics Trivia
Objectives

1. What it means to be an ethical leader
2. Ethical leadership self assessment
3. Ethical leadership Know-How

ETHICS = MORALS

Four Realms of Ethics (Morals)

Personal Professional Organizational Societal
Leaders

Leaders inspire and motivate
Leaders have influence

Understanding Ethical Leadership

It's about reputation.
Perception of two dimensions.
Ethical Person and Ethical Know-How.
These two dimensions result in four types of possible reputations.

Ethical Leadership Reputation Matrix

<table>
<thead>
<tr>
<th>ETHICAL PERSON</th>
<th>ETHICAL LEADER</th>
</tr>
</thead>
<tbody>
<tr>
<td>WEAK</td>
<td>WEAK</td>
</tr>
<tr>
<td>HYPOCRITICAL LEADER</td>
<td>ETHICAL LEADER</td>
</tr>
<tr>
<td>UNETHICAL LEADER</td>
<td>ETHICALLY SILENT LEADER</td>
</tr>
</tbody>
</table>

Adapted from [source]
Conclusions About Ethical Leadership

To be an ethical leader one must be an ethical person with the ability to influence others to be ethical, too.

Ethical Leadership Self Assessment

Knowing-How to Influence Others

1. Purposeful Moral Speech
2. The Big Ethical Picture & The 3 Minute Rule
Ethical Know-How #1: Purposeful Moral Speech

- Pick an ethics word
- Turn to the person next to you and use it to praise him/her

Ethical Know-How #1: Purposeful Moral Praise/Admonishment

- Pick a new word every week
- Start with phrases such as, “I am proud of you because...”
- Morally praise people at least 5 times a week
- You will not find a stronger compliment than a moral compliment

Ethical Know-How #1: The Moral Praise Challenge
Ethical Know-How #2: The Big Ethical Picture & The 3 Minute Rule

Teaching The Big Picture

THINK OUT LOUD

- Put situation before the mind
- Unfold concepts information a bit at a time
- Look for ethical patterns, major themes, abstract principles, trends
- Explain their significance to the situation

Ethical Know-How #2: Scenario: Handling Crisis
Summary

1. What it means to be an ethical leader
2. Ethical leadership self assessment
3. Ethical leadership Know-How

Build Your Ethical Leadership