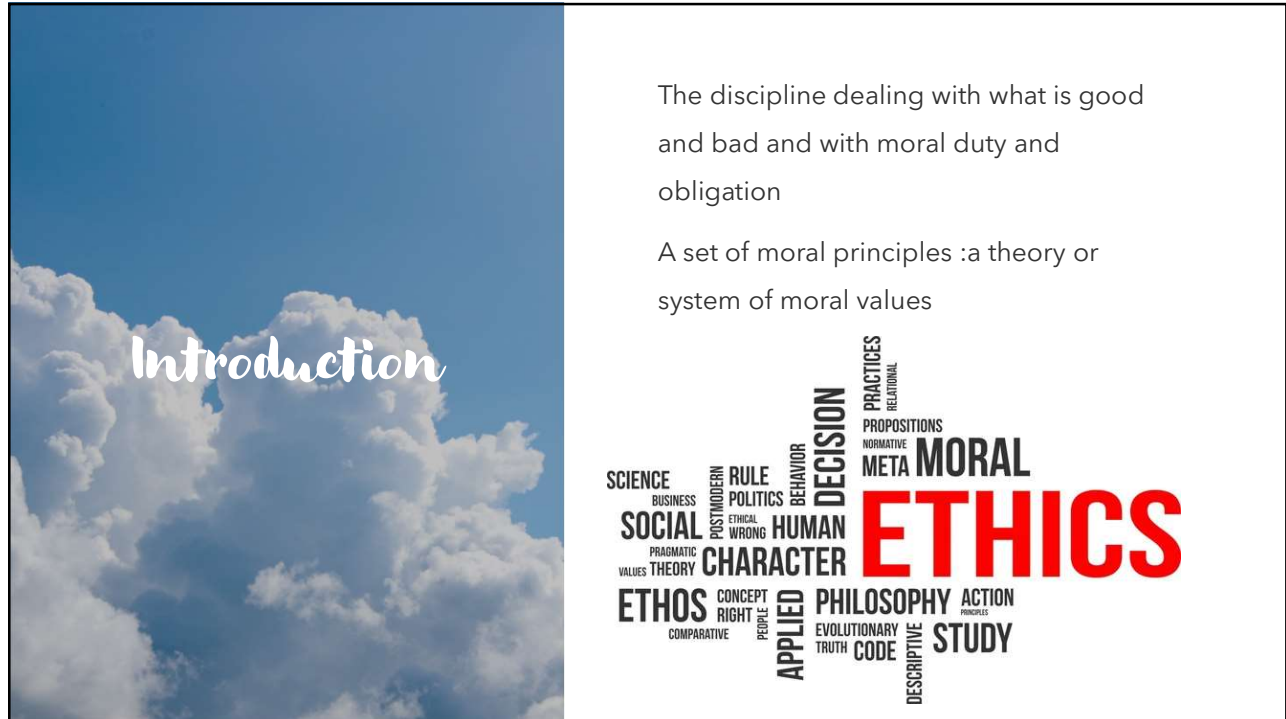


1

Learning Objectives:

1. Identify what is an ethical company culture and what are examples of ethical behavior
2. Recognize how an ethical company culture influences behavior and business performance.
3. Discuss the kind of culture that is needed within organizations to be sure employees feel empowered to 'speak up' if they see problems.
4. Describe ways to encourage an ethical workplace culture, including establishing a company-wide code of ethics.

2



The discipline dealing with what is good and bad and with moral duty and obligation

A set of moral principles :a theory or system of moral values

Introduction

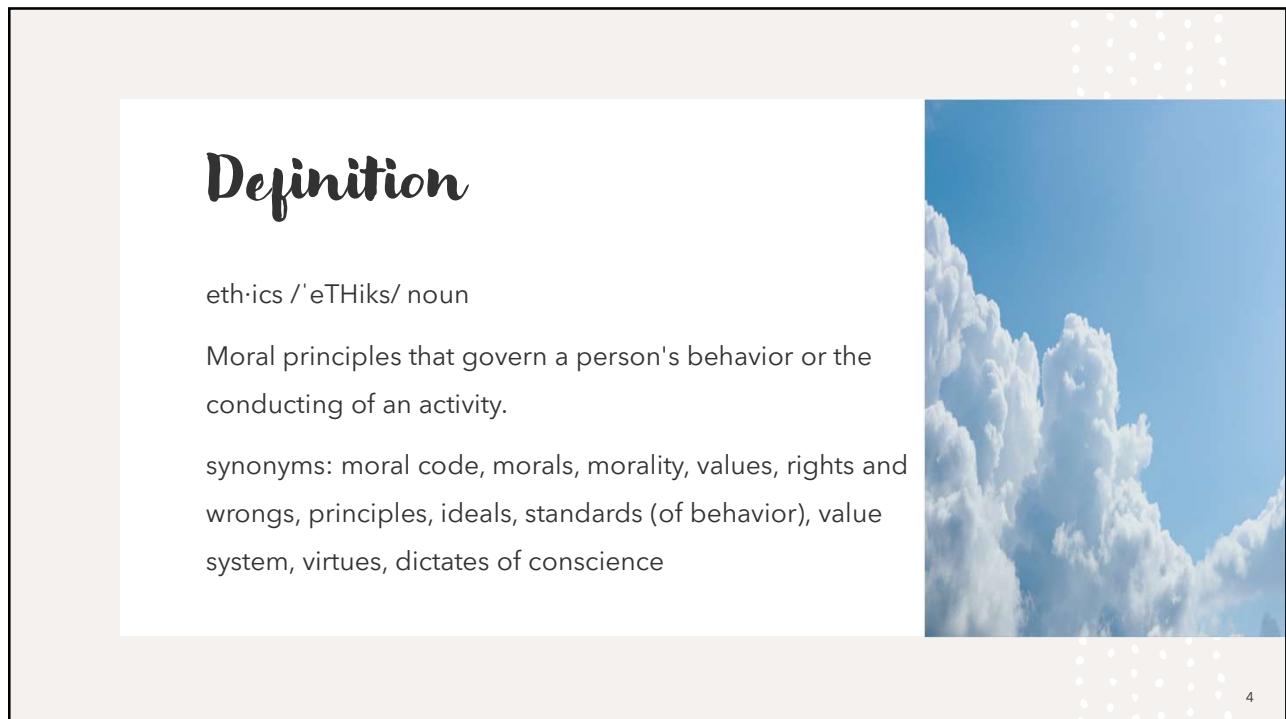
ETHICS

SCIENCE BUSINESS POSTMODERN RULE POLITICS BEHAVIOR DECISION PRACTICES RELATIONAL PROPOSITIONS NORMATIVE META MORAL

SOCIAL PRAGMATIC VALUES THEORY CHARACTER HUMAN ETHICAL WRONG APPLIED PEOPLE CONCEPT RIGHT COMPARATIVE ETHOS

PHILOSOPHY ACTION PROCESS EVOLUTIONARY TRUTH CODE DESCRIPTIVE STUDY

3



Definition

eth·ics /'eTHiks/ noun

Moral principles that govern a person's behavior or the conducting of an activity.

synonyms: moral code, morals, morality, values, rights and wrongs, principles, ideals, standards (of behavior), value system, virtues, dictates of conscience

4

4

Bell, Book, Candle test

Michael Josephson -

Ethical Decision-Making in Business.



REALLY: WHAT IS BUSINESS ETHICS?

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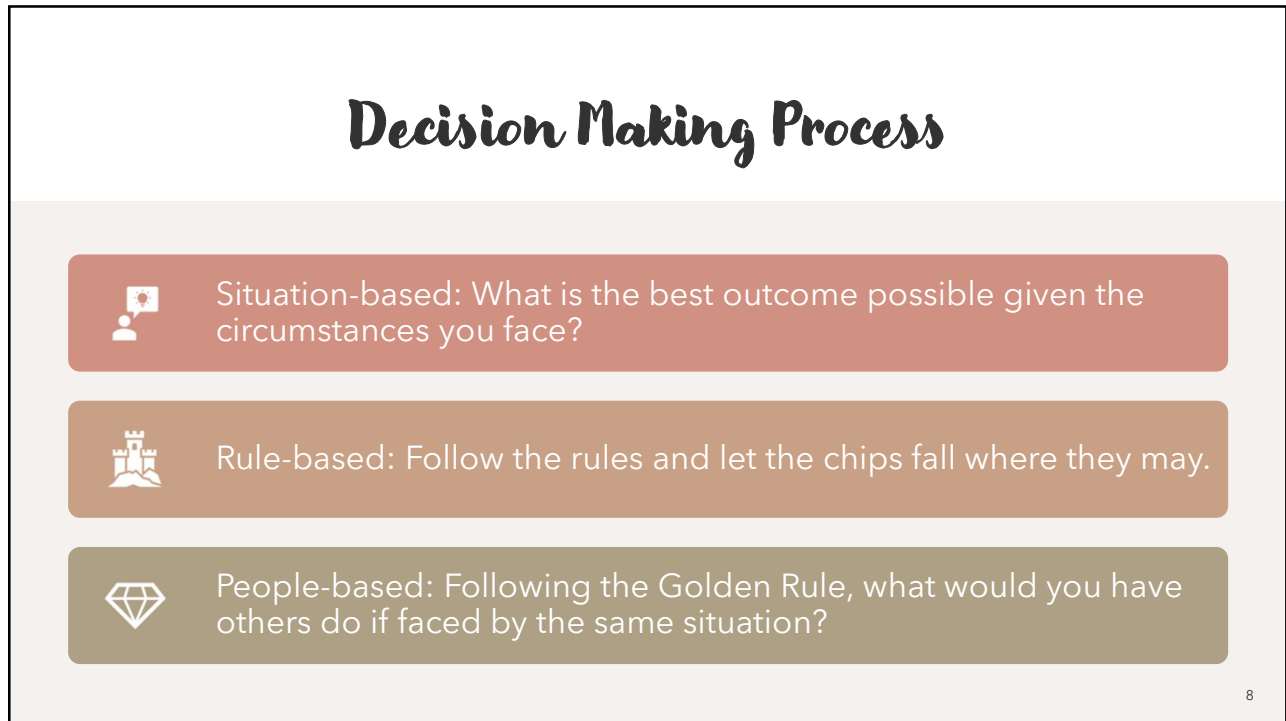
Sometimes something is serious, but is it an ethical issue or is it:

- Legal issue
- Conduct issue (HR/Employment)
- Medical issue
- Spiritual issue
- Malpractice





7



8

Advantages of Workplace Ethics

-Can stimulate positive employee behavior and create positive ambiance in the workplace

-Ensures management guides employees in a healthy environment

-Boosts productivity through employee performance and job satisfaction which increases company growth

9

9

ETHICS IS GOOD FOR BUSINESS

Increasing patient satisfaction

Increasing patient trust

Attracting and retaining ethical employees

Improving employee engagement and productivity

Reducing moral distress

Reducing ethics violations

Reducing risk of lawsuits

Sustaining corporate integrity


Safeguarding an organizations future

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Consequences of a poor ethical workplace

#1. Costs
employers \$\$\$\$





11

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Consequences of a poor ethical workplace

- #2. Reputational damage to company when becomes public
- #3. Shatter consumer confidence
- #4. Injury or death
- #5. Increase turnover



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ETHICAL LEADERSHIP

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Make it easy for employees to “do the right thing”

- Be the example yourself
- Emphasize importance of ethics
- Remove negative connotation
- Empower staff to speak up

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Leaders

- 1. Justice**
An ethical leader is fair and just. They have no favorites, and everyone is treated equally. Ethical leadership eliminates biased treatment based on gender, ethnicity, nationality or any other factor.
- 2. Respect for Others**
An ethical leader demonstrates respect for all members of the team by listening compassionately, valuing diverse contributions and considering opposing viewpoints.
- 3. Transparency**
Ethical leaders convey facts transparently, no matter how unpopular the facts may be. These leaders understand that transparency breeds trust, empowering others to make their own decisions with the information they need.
- 4. Humane Behavior**
Being humane is one of the most revealing traits of a leader who is ethical and moral. Ethical leaders place importance on being kind and act in a manner that is always beneficial to the greater good.



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Leaders



5. Focus on Team Building

Ethical leaders foster a sense of community and team spirit within the organization. When an ethical leader strives to achieve goals, it's not just about a personal mission. They make genuine efforts to achieve objectives that benefit the entire organization – not just themselves.

6. Values-Driven Decisions

In ethical leadership, decisions are first validated for alignment with the overall organizational values. Only the decisions that meet this criterion are implemented.

7. Encourages Initiative

Under an ethical leader, employees thrive. Employees are rewarded for coming up with innovative ideas and are encouraged to do what it takes to improve the way things are done. Employees are praised for taking the first step rather than waiting for somebody else to do it for them.



Leaders

8. Leadership by Example

The ethical leader has high expectations for themselves and others. They demonstrate unwavering commitment to their ideals by not just talking the talk, but walking the walk. Leaders also expect others to lead by example.

9. Values Awareness

An ethical leader regularly promotes the high values and expectations they hold. By regularly communicating and discussing values, they ensure that there is consistent understanding and compliance across the company.

10. No Tolerance for Ethical Violations

An ethical leader expects employees to do the right thing at all times, not just when it is convenient for them. They will not overlook or tolerate ethical violations.

How to solve unethical issues in the workplace



HAVE RULES



ACCEPT
FEEDBACK/COMPLAINTS



LIST CONSEQUENCES
FOR UNETHICAL
BEHAVIORS



SWIFT
JUSTICE/DISCIPLINARY
ACTION

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Common Types of Ethical Dilemmas

- Confidentiality
- Conflict of Interest
- Inappropriate Use of Assets



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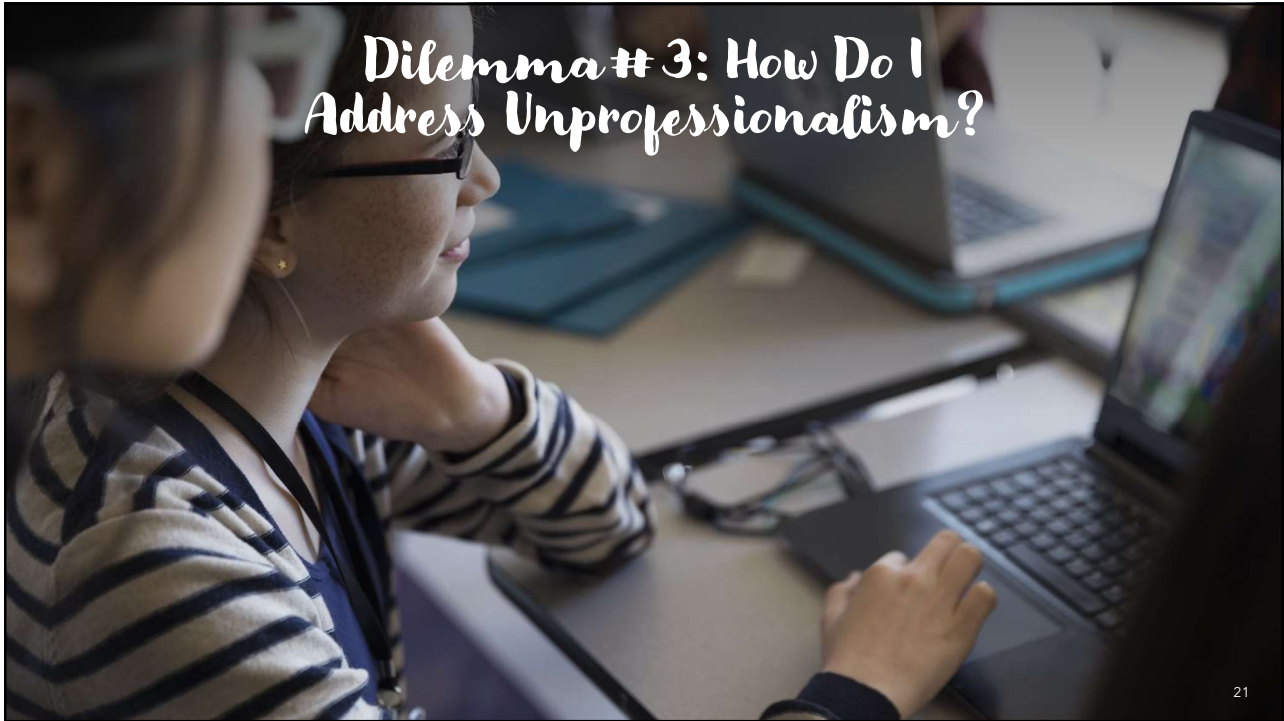
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Dilemma #3: How Do I Address Unprofessionalism?

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Dilemma #4: How Do I Admit I've Committed a Mistake?

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What would you do?

Boarding a Plane-Large Suitcase



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What Would You do?

Late for a meeting with your boss-
use the siren?



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What would you do?

Cashier forgets to charge you for an item and you don't notice until you get home. Do you go back?



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What would you do?

Dealership- went to lunch and driving old car back from lunch, have minor fender bender and already got quote for trade in on the old car. Trade in value was \$1000 less than book value



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Learn From Mistakes

A great organization maintains high standards by inviting voice rather than imposing silence. By encouraging people to learn from mistakes instead of covering them up.



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Psychological safety



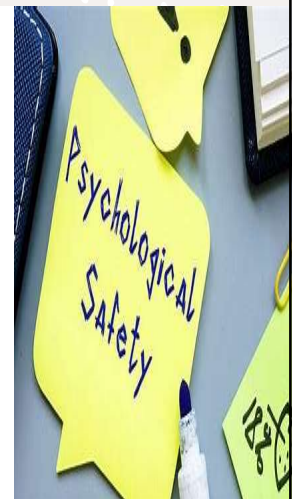
Psychological safety is a climate in which one feels one can be candid.



In psychologically safe workplaces, people don't have to mask their concerns and ideas.



Benefit of psychological safety is fueling **creativity** and **innovation**



Amy Edmondson

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3 key advantages of psychological safety

1. Preventing errors
2. Lower turnover
3. Higher Productivity



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Psychological danger

Sense of danger in a job where a manager silenced dissent -- or a team where no one ever suggested a new idea because people lived in terror of making mistakes.

PSYCHOLOGICAL HAZARDS



STRESSED WORKERS



ANGRY MANAGEMENT AT OFFICE

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Theranos CEO Elizabeth Holmes

By 2014, Theranos was valued at \$9 billion.

Secrecy and misreporting of test results caused the company's downfall.

In 2018, Holmes was indicted on charges of fraud.

She agreed to pay a \$500,000 penalty, return her 18.9 million shares, give up voting control of Theranos, and be prohibited from serving as director of a public company for 10 years



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Boeing 737

October 2018-Indonesia. Boeing 737 Max crashed -killing all 189 passengers and crew .

March 2019-Ethiopia. Boeing 737 Max crashed killed all 157 passengers and crew.



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Sample footer text

Boeing 737

BOEING
SANK DEEPER IN
THE ETHICAL
QUICKSAND

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Sample footer text

Enron

- Enron’s bankruptcy on Dec. 2, 2001, was the largest in U.S. history at the time, ending a stunning fall from grace.
- The company has become a symbol of corporate fraud, yet it leaves a long legacy of products and services that we take for granted today.



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5 WAYS TO MAKE IT SAFE FOR EMPLOYEES TO SPEAK UP

- LEAD BY EXAMPLE-MODEL OPEN, TRANSPARENT COMMUNICATION
- CREATE NEW SETTINGS FOR COMMUNICATING-NEW PLACES/EVENTS
- REWARD HONEST DIALOGUE-OFFER PRAISE
- ENCOURAGE TEAMWORK-FOSTER AUTHENTIC RELATIONSHIPS
- SHOW HOW TO OFFER HONEST FEEDBACK-CONSTRUCTIVE CRITICISM

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Have you earned your title as "leader"?

"Look for three things in a person: intelligence, energy, and integrity. If they don't have the last one, don't even bother." -Warren Buffet



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Thank you

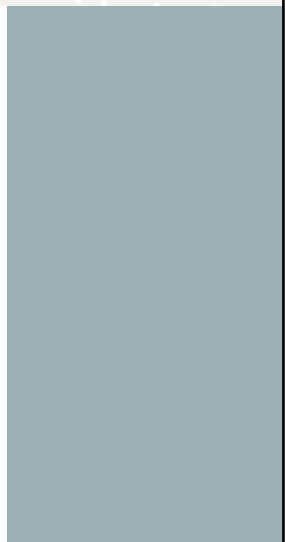
Joyce Lamilla, M.Ed, RD/LD, FAND
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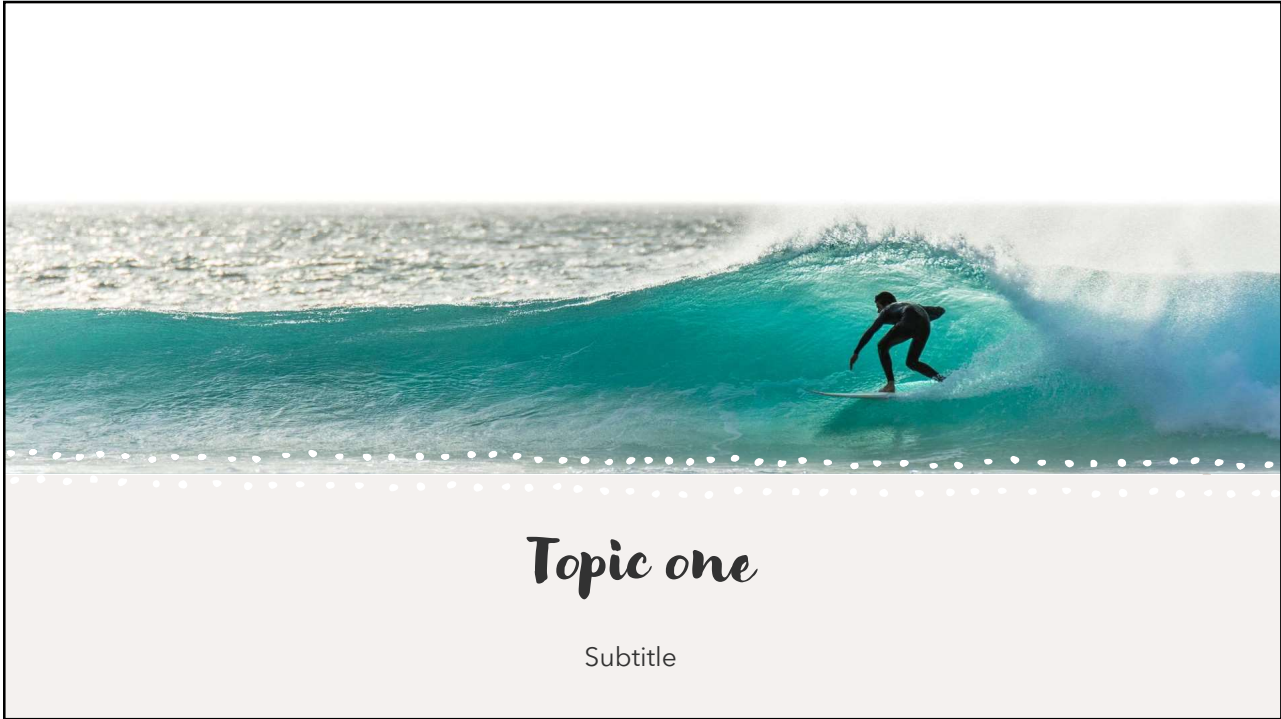


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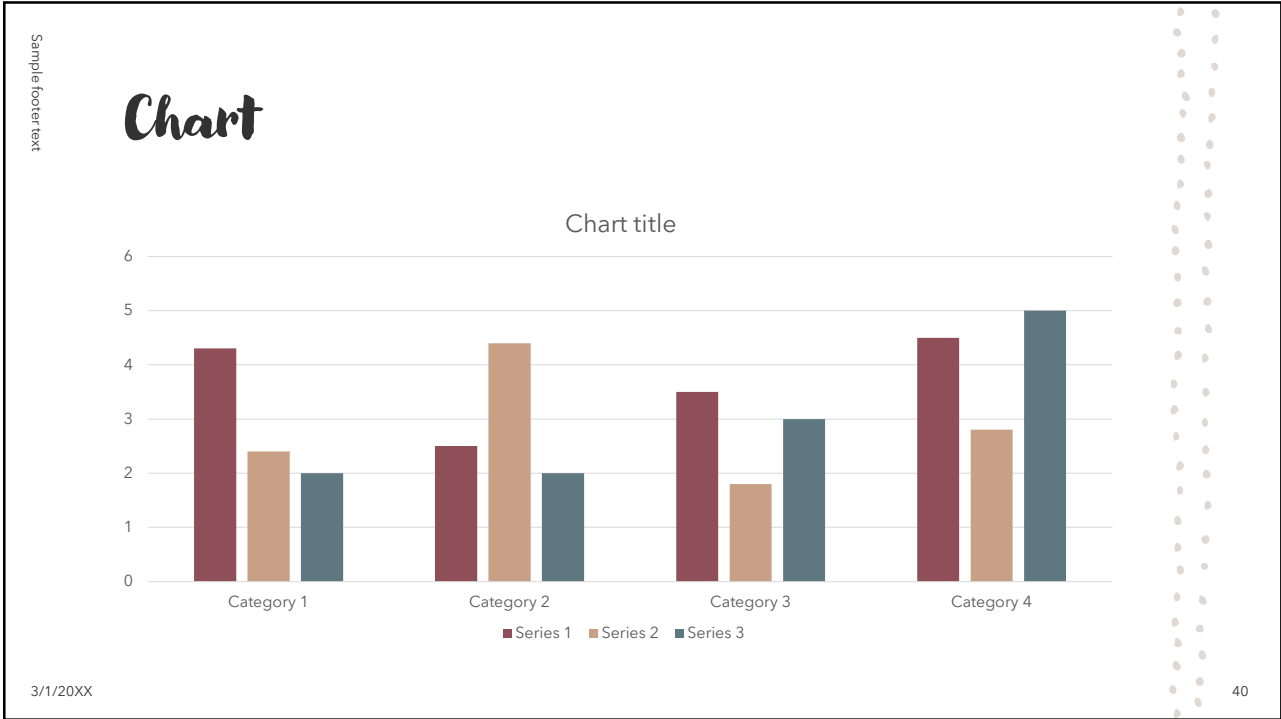
References

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 (Bandura, 1997),
 (Brown et al., 2005; Mayer et al., 2012; Schaubroeck et al., 2012; Yam et al., 2019).
 (Mayer et al., 2009).
 (Brown & Mitchell, 2010; Eisenbeiß & Giessner, 2012; Kalshoven & Boon, 2012; Neubert et al., 2009; Stouten et al., 2012).
 For example, Stouten et al. (2010) and Avey et al. (2011)
 Ho and Lin (2016)
 White and Lean (2008)





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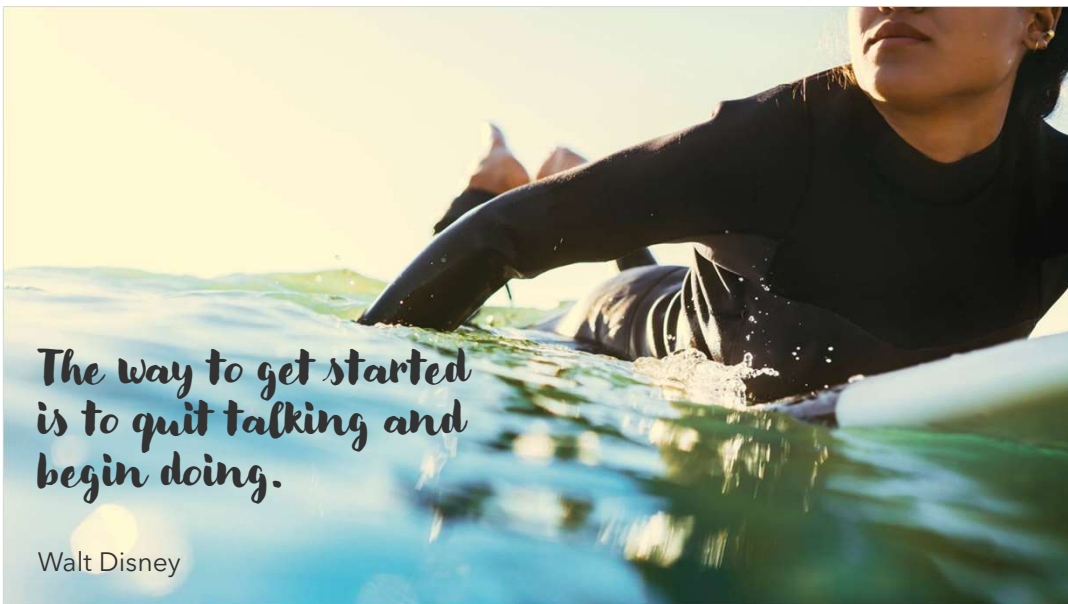
Table

	Category 1	Category 2	Category 3	Category 4
Item 1	4.5	2.3	1.7	5
Item 2	3.2	5.1	4.4	3
Item 3	2.1	1.7	2.5	2.8
Item 4	4.5	2.2	1.7	7

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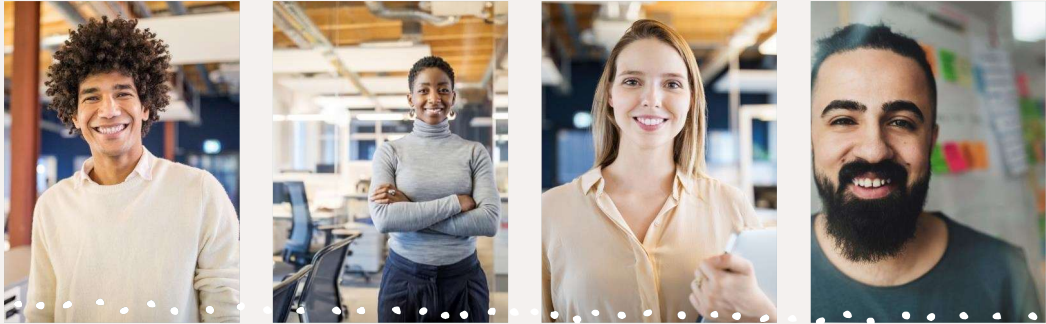


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Team



Name	Name	Name	Name
Title	Title	Title	Title

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Timeline

To start a presentation, go to the Slide Show tab, and select From Beginning.

To display Presenter view, in Slide Show view, on the control bar at the bottom left select the three dots, and then Show Presenter View.

During your presentation, the speaker notes are visible on your monitor, but aren't visible to the audience.

The Notes pane is a box that appears below each slide. Tap it to add notes.

If you don't see the Notes pane or it is completely minimized, click Notes on the task bar across the bottom of the PowerPoint window.

Title

Title

Title

Title

Title

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Content

SUBTITLE

- Add text, images, art, and videos.
- Add transitions, animations, and motion.
- Save to OneDrive, to get to your presentations from your computer, tablet, or phone.

SUBTITLE

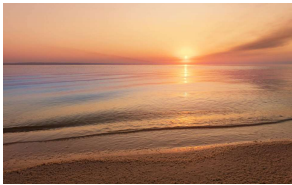

- Open the Design Ideas pane for instant slide makeovers.
- When we have design ideas, we'll show them to you right there.

SUBTITLE

- This PowerPoint theme uses its own unique set of colors, fonts, and effects to create the overall look and feel of these slides.
- PowerPoint has tons of themes to give your presentation just the right personality.

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Summary

With PowerPoint, you can create presentations and share your work with others, wherever they are. Type the text you want here to get started. You can also add images, art, and videos on this template. Save to OneDrive and access your presentations from your computer, tablet, or phone.

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