

RUTGERS

Rutgers Business School
Newark and New Brunswick

Ethical Leadership

Thursday/May 4, 2017

Presented to: 48th Annual Rutgers University Public Purchasing Educational Forum
Center for Public Services, Rutgers Continuing Studies

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Introductions:

- Participants and Presenter...
- Icebreaker
- Institute for Ethical Leadership, Rutgers Business School

RU Center for GOVERNMENT SERVICES Public Purchasing Educ Forum
Ethical Leadership April 26 2017
Rutgers Institute for Ethical Leadership

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Adjunct Professor



McFaul & Lyons Inc.



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- **An unethical situation you experienced...**
 - What happened?
 - What did you do?
 - What worked?
 - What did not work?
 - What would you do differently?
 - What did you learn?

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Institute for Ethical Leadership
Rutgers Business School
Mission

**We strengthen ethical
leadership to enhance
civil society**

Agenda/Objectives:

At the end of this session, participants will:

1. Vote on Ethical Dilemmas
2. Discuss Why Focus on Ethical Leadership?
3. What Influences your Decision to speak up when faced with an Ethical Dilemma?
4. Building an Ethical Leadership Culture
5. Describe a Decision Making Model
6. Discuss Results of your votes...Ethical Dilemmas

How do you vote?

Instructions on how to Vote...

1. We'll ask you a Question
2. Please write **Yes or No**
3. You will have 5 seconds to answer the question
4. We'll proceed to the next Question

Vote...

1. Sharon mentions to you (her manager) that the Mayor is making personal advances towards her. The advances are not welcomed, but Sharon says she can handle it. The Mayor is up for election in November. Do you tell anyone?

- ✓ **YES** or
- ✓ **NO**

2. You screened a group of vendors, you are about to select one vendor who is the lowest price, highest quality. Your brother-in-law is an employee of the vendor you are about to select. Do you hire the vendor?

- ✓ **YES** or
- ✓ **NO**

3. A vendor offers you tickets to a Grants a Football game. Do you accept the tickets.

- ✓ **YES** or
- ✓ **NO**

4. You work with a Vendor, and you discover that the Vendor is breaching compliance regulations (this Vendor is the best vendor, low cost/high quality and there is not a second best in the market), do you report the Vendor?

- ✓ **YES** or
- ✓ **NO**

5. A new business in town says they are a Minority & Woman Business Enterprise that qualifies for diversity metrics. You learn later that is not true. Do you bring it to the attention of the Business?

6. Your neighbor is a councilwoman. She will be away during an upcoming snow storm. Thus, she asks you to have the DPW remove snow from her sidewalk Do you ask DPW remove the snow?

- ✓ YES or
- ✓ NO

Define Ethical Leadership

Define Ethical Leadership:

Ethical Leadership is the way in which a **leader behaves** to empower people to build up **our civil society**.

Ethics = Culture

- The way things are done around here
- Aspirational behavior
- What we owe to our customers/stakeholders

Compliance

- Adherence to the bright line standards
- What is set forth in the contract
- Enforces minimal behavior

Why Focus on Ethical Leadership?

Why Focus on Ethical Leadership?

Non-profits

- American Red Cross
- Stevens Institute of Technology
- Cancer Fund of America Fraud Case

Business

- Enron
- Madoff
- BP
- MF Global
- GM
- NFL – Ray Rice
- Volkswagen

Government

- NJ Corruption Sweep
- NJ Bridge-gate

Education

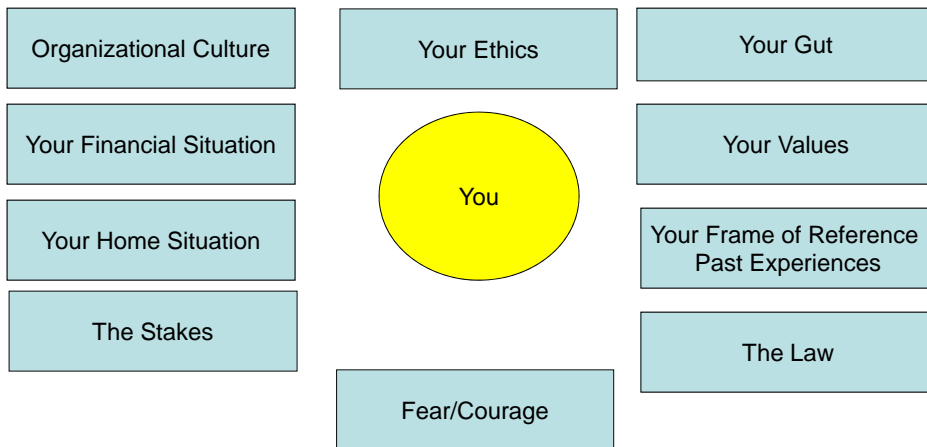
- Sayreville HS Football Team
- Penn State
- Harvard University
- Rutgers University

Journalism

- Brian Williams

What influences your decision to speak up when faced with an ethical dilemma?

What influences your decision to speak up when faced with an ethical dilemma?



- Define Organizational Culture...
- How do you build an Ethical Leadership Culture?

Define Organizational Culture:

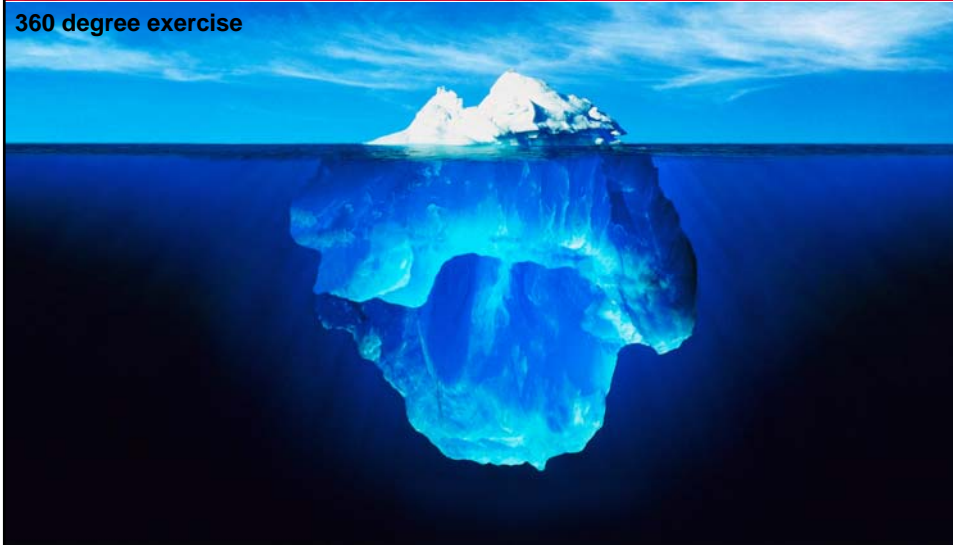
Cultures are comprehensive, incorporated both in the...

- **visible:** architecture, physical objects, nonverbal behavior - *above the surface*
- **invisible:** thoughts, attitudes, values - *below the surface*

A culture is “**the total way of life of a people**, composed of their learned and shared behavior patterns, values, norms and material objects.”

Meeting the Ethical Challenges of Leadership Craig E. Johnson

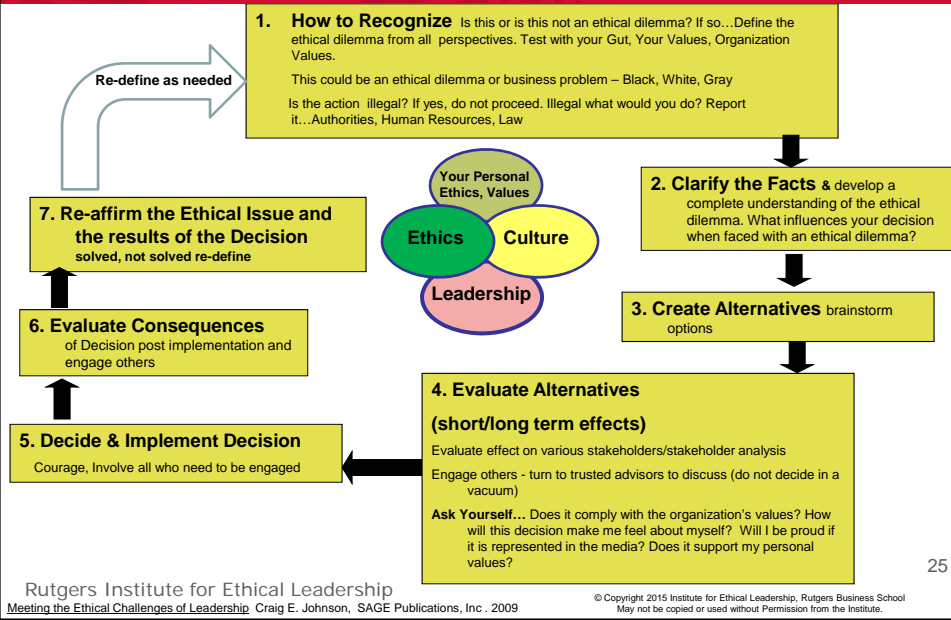
360 degree exercise



Building an Ethical Leadership Culture

An ethical organization is made up of a number of components.
Each of these ethical organization values are found in each component.

- People and Processes
- Leadership
- Self-Regulation
- External Oversight
- Clear Policies
- Culture



Discuss Results of your votes...Ethical Dilemmas

Program Summary & Action Planning

Based on what you learned during this program...

One thing you will do differently going forward...	
One thing you learned...	

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Sources –

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