

# Business Ethics for Leaders and Managers

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This in-depth program is designed to develop your senior people to:

- > enhance their effectiveness as ethical leaders and managers; and
- > understand the requirements to secure and sustain a sound ethical culture within your organisation

This program incorporates and builds on the foundation learning of the *Ethical Intelligence and Good Decision-Making* program. Participants are formally introduced to the concept of ethics and its relationship to their day to day role and function.

The program explores in detail St James Ethics Centre's *Holistic Model of Ethics\**, which incorporates the Body, Heart, Mind and Spirit of ethics:

- > Body – ethics frameworks, such as codes of ethics and conduct
- > Heart – competing stakeholder relationships
- > Mind – ethical dilemmas and decision making models
- > Spirit – contribution to society

The major failures of ethical leadership are explored in detail. These failures are analysed alongside typical ethical pitfalls – ethical 'hot spots' and 'blind spots'.

Within the context of your organisation a 'gap analysis' between the espoused and lived ethics is also fully explored.

Workshop exercises are included to examine current ethical understandings and practices within your organisation and incorporate an introduction to the *Requisites for a Sound Ethical Culture\** model.

The program concludes by providing a practical approach methodology to securing and sustaining a sound ethical culture.

## Outcomes

- > A developed understanding of ethics, including:
  - its relatedness to three crucial components: risk management, legal compliance and ethical reflection
  - historical perspectives which lead to a shared understanding of ethical language
  - contemporary definitions and models relating to business and professional work; and
  - the capacity to view the ethics within your organisation through St James Ethics Centre's *Holistic Model of Ethics\**
- > An exposure to the ethical dilemmas and moral temptations within an organisation
- > A firm understanding of the core components of St James Ethics Centre's *Ethical Decision-Making Model*
- > A greater awareness of:
  - the unconscious processes and human dynamics that exist within your organisation, which may impede effective ethical leadership; and
  - the key elements required to secure and sustain a sound ethical culture and the gaps between espoused and 'lived' ethics within your organisation

## Program Duration

The program is conducted as a workshop over two consecutive days and requires an additional one day for pre program research and preparation.

## Designed for

The program is designed for Leaders and Senior Managers. It can also be extended beyond a two day program for more intense learning by Leaders and Managers as well as Ethics and Compliance Professionals.

\* Designed by Suzanne Ross of St James Ethics Centre