

# Ethical Intelligence and Good Decision-Making



This program is the foundation for understanding and embracing the ethical complexities and issues faced by individuals and organisations.

A qualified consultant initially undertakes desk research to determine the ethical components incorporated within your organisation's vision and mission statements, compliance and risk management policies, annual report, marketing materials, website, etc.

Following this initial research the program is customised to your organisation's needs. A workshop is then designed which incorporates practical exercises to enhance the ability of individuals to be ethically aware and ethically intelligent, and provides the basis for good decision-making. Enhancing the abilities of individuals is the foundation of a sound ethical culture.

Participants are formally introduced to the concept of ethics and its relationship to their day to day role and function. An understanding of the ethical issues and dilemmas embedded in the culture of your organisation is fully explored.

The program is based on 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

## 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\**. After practice exercises with this model participants will be better equipped to:
  - engage in ethical reflection (prior to taking action)
  - engage in ethical dialogue and debate with their colleagues; and
  - develop and mentor their direct reports in exploring ethical issues and dilemmas and making ethically informed decisions

## Program Duration

The research phase and workshop preparation is typically completed in one day. The program is then customised to your organisation's needs and adapted into a one day workshop.

## Designed for

The program is designed for Board Members and Senior Managers, Ethics and Compliance Professionals and Ethics Committees. The program can also be adapted for the organisation as a whole.

\* Designed by Suzanne Ross of St James Ethics Centre