

Ethics in Today's diverse world: Exploring cases where ethics and behavior evolve into shades of grey- The leadership dilemma

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Introduction:

Ethics: The standards of conduct which indicate how one should behave based on moral duties and virtues rising from principles of right and wrong

Moral: That which is good or right

Moral Values: The basic building blocks of ethical decision making
Values Basic beliefs that guide an individual's attitudes, thoughts, and behavior

Quick Ethical Tests:

- **The legal test:** is the action legal? If not, it may be unethical.
- **The professional standards test:** is the action consistent with the accepted standards of your profession?
- **The gut feeling test:** how do you intuitively feel about the action? Does it feel wrong?
- **The front-page test:** how would you feel if your action was published on the front page of a newspaper?
- **The role model test:** would your role model perform the action?

Moral Dilemmas

- Truth vs Loyalty:
- Short-term vs Long-term
- Individual vs Community:
- Justice vs. Mercy



Importance of being an ethical leadership.

- **Positive culture:** Employees' morale improves when they work behind an ethical leader.
- **Improved brand image:** The leaders should show the best that your brand has to offer.
- **Scandal prevention:** Ethical leaders don't create bad PR. scandals can be damaging

Importance of being an ethical leadership.

- **Loyalty/Recruitment:** Both employees and customers are more likely to remain loyal to organizations that hire ethical leaders.
- **Improved emotional well-being:** Workplace stress can hurt productivity, health, relationships.
- **Attracts Partners:** People are more persuaded to work with honest people.

How to lead Leading Ethically

- Set an example
- Publicly champion the importance of ethics
- Communicate ethics
- Make decisions based on values

How to lead Leading Ethically

- Be aware of values
- Establish zero tolerance for ethical violations
- Practice justice and respect
- Hire ethical employees



How to improve your Ethical leadership

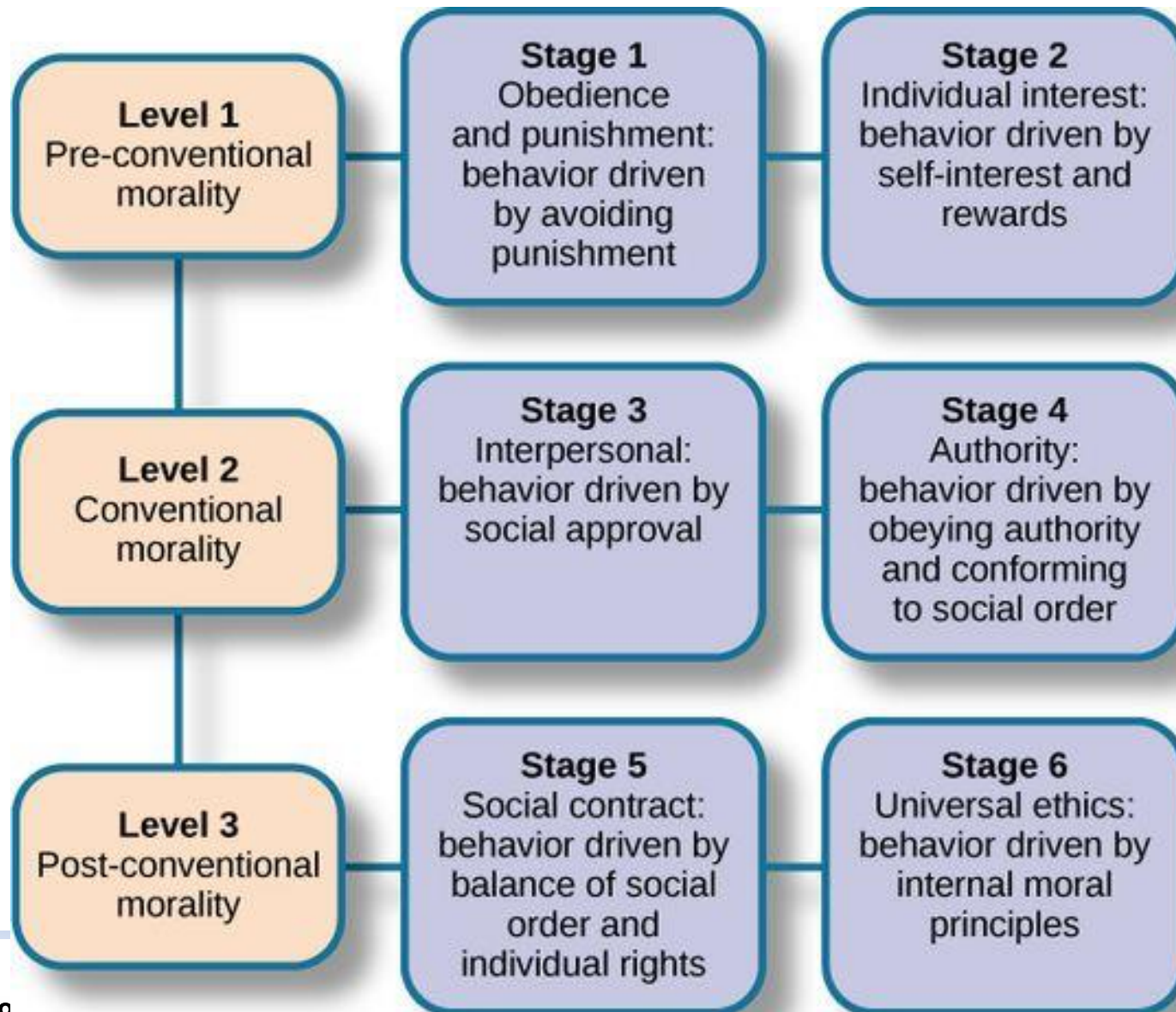
1. Identify potential “trigger” situations
2. Deal with ethical dilemmas when they arise
 - Identifying potential dilemmas :
 - Prepare in advance:
 - Assess the evidence:
 - Get advice:
3. Demonstrate courage

Ethical Leadership Framework- (FATHER)

- Fairness
- Accountability
- Trust
- Honesty
- Equality
- Respect



Lawrence Kohlberg



Ethical Decision Principles:

1. Ends-based thinking or consequentialism:

You consider the consequences of your action. The most common form of consequentialism states that one should do what produces the greatest good for the greatest number.

Ethical Decision Principles:

2. Rule-based thinking or deontology:

An action is right only if it conforms to a universally applicable moral rule. The most Common-Kant's categorical imperative: "act only according to that maxim through which you can at the same time wish that it should become a universal law."

Ethical Decision Principles:

3. Care-based thinking:

It is to empathize with others and consider their needs. It is most famously expressed as the Golden Rule: “Do unto others as you would have them do unto you.”



Some Inhibitors to Moral Courage

1. Compromises: engendered by a desire to be accepted, liked, promoted, or as a way of avoiding difficult but right demands.

2. Foolhardiness: when we forge ahead without properly assessing the risks. Sometimes competition and poor planning lead us to take extraordinary risks that usually lead to disaster.

Some Inhibitors to Moral Courage

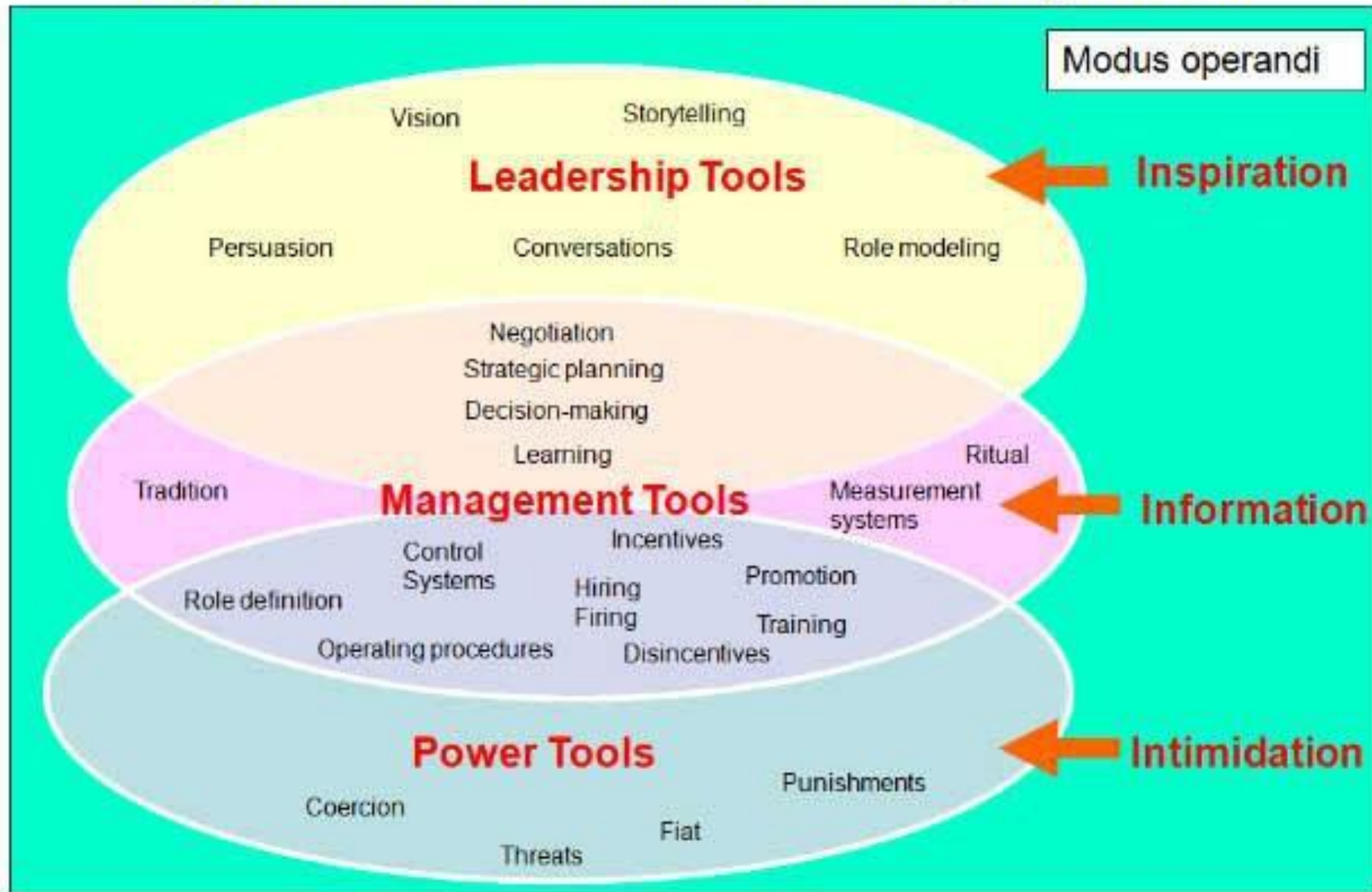
3. Timidity: may urge us to flee from situations demanding boldness. We may not want to endure the discomfort that moral courage requires.

4. Raw courage: That ignores the principled heart of moral courage, substituting instead a misplaced sense of honor or a merely physical bravery.

Some Inhibitors to Moral Courage

5. **Over-reflection** may lead us to rationalize a way out of an expression of moral courage.
6. **Bystander apathy:** when we think that because others are present, and they are not acting, we do not need to act.
7. **Groupthink:** Defends a bad collective decision that no one, in the group, acting alone, would have countenanced.

Organizational tools for changing minds



| Thank you

