

Welcome



Ethics in Local Government

Catherine Bennett

P R O M O T I N G E X C E L L E N C E I N G O V E R N M E N T

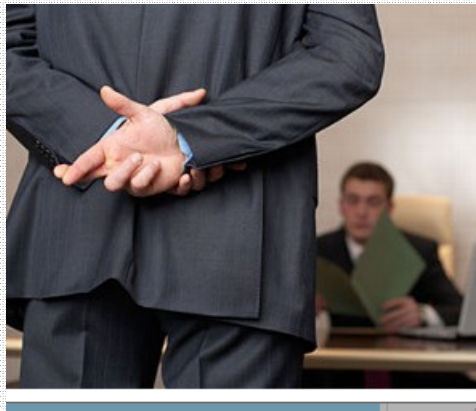
Activity

- Take 15 Minutes and try to find as many “Ethics” Violations or issues in the paper
- Which table can find the most?
- Report Out



Ethical Decision Making and Values

American public rates the honesty, integrity, concern for moral values by American business executives as *abysmal*



A majority of the public...

Think executives are.....

- Dishonest
- Overly profit-oriented
- Willing to step on other people to get what they want



In a study of 3,000 managers in the United States (Harris & Sutton, 1995)

- It was reported that most managers felt they were under pressure to compromise personal standards to meet company goals
- Most individuals in the study encountered someone else violating ethical standards
- In a majority of cases nothing was reported



In a survey of federal employees, they were asked if they had observed any of the following activities in the last year:

More than 50% said yes to:

- Stealing funds
- Stealing property
- Accepting bribes
- Sexual harassment
- Ineligible people receiving funds
- Deficient services or good
- Use of position for persona benefit
- Taking unfair advantage of a contractor
- Serious violation of the law

More than two thirds did not report what they saw



(15 Minutes/Report Out)

Discussion Questions:

- What are the 5 most important roles in your life?
- What are your core values/guiding principals?
- What do people I work with say about me?
 - How will I want to be remembered?
- One question that I would like to have answered about ethics by the end of the session?

Do you work every day to do those things you want to be remembered by?



DVD – 5 mins

- Ethics

Ethics Exercise

(15 Minutes)



Complete the following exercise @ your table:

What is your definition of Ethics?

Ethics Defined

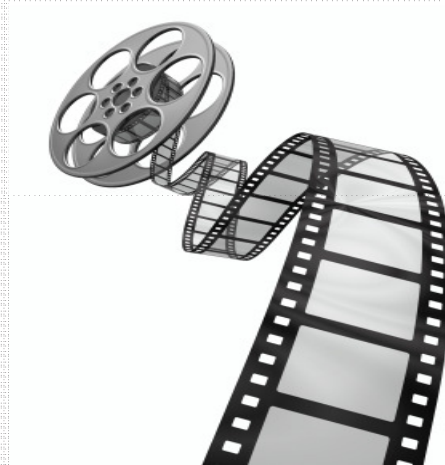
Principles that define behavior as right, good and proper

Terms “ethics” and “values” are not interchangeable

Importance of Universal Ethics

Change in ethics over the generations?

- Technology
- Entertainment
- Movies
- Politics
- TV
- Families



Six Pillars of Character

1. Trustworthiness
2. Respect
3. Responsibility
4. Fairness
5. Caring
6. Citizenship

1. Public interest
2. Objective Judgment
3. Accountability
4. Democratic Leadership
5. Respectability



(15 Minutes)

What's your ethical style?

Complete the activity and discuss at your table.

Rule of Law: basis of rules and principles

Utilitarian: probable consequences to organization and public

Loyalist: benefit to the organization

Prudent: consequences to oneself

Ethical Style

Virtuous: reflection on one's character

Intuitive: decisions on "conscience"

Empathetic: one's feelings, sympathy, compassion

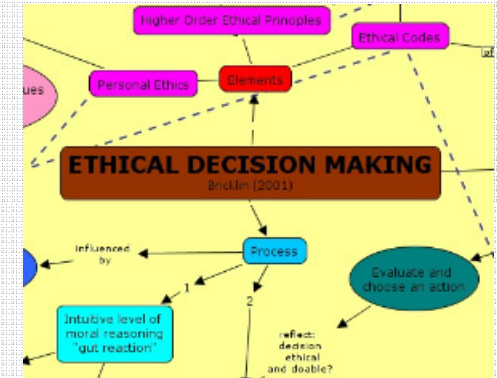
Selective: whoever wins or survives

Rules of God: teaching of one's faith

Ethical Map Activity

(30 minutes - **Write for 15 mins/Discuss for 15 mins**)

- Are there some real life scenarios you have experienced in this or any other organization?
- Using the Ethical Map as a guide
- Describe/write out each stage in the flow chart
- Discuss at your table



Take Choices Seriously

Recognize Important Decisions

Good Decisions are Ethical and Effective

Know What to Do and When to Do It

Recognize What is at Stake



“What’s the Right Thing To Do?” (10-15 Minutes)

Each table assigned a number

Complete activities in groups and
discuss

Report Out

- Stop and Think
- Clarify Goals
- Determine Facts
- Develop Options
- Consider Consequences
- Choose
- Monitor and Modify



I'm Just Fighting Fire with Fire

It Doesn't Hurt Anyone

Everyone's Doing It

It's OK if I Don't Gain Personally

I've Got it Coming

I Can Still Be Objective



AVOID wrong doing

AVOID conflicts of interest

AVOID violating propriety

AVOID appearance of wrongdoing

DISCLOSE POTENTIAL CONFLICT

CONSIDER SELF-DISQUALIFICATION

Activity: (15 Minutes)

What are the six items that you find most important in motivating you to remain aware of ethical issues for you and your organization?

Share answers

DVD

- Ethics for Everyone

Review

- Summary
- Questions
- Evaluations