INDUCTION PROGRAMME FOR CIVIL SERVANTS

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ETHICAL LEADERSHIP

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Module Objectives:

At the end of the session, participants will be able to:

Explain Ethics

Explain Leadership

Identify their expected roles as Ethical Leaders in the Civil Service





Outline

- What is Ethics?
- ETHICAL VALUES
- African Public Service Charter
- Importance of Ethics
- What is leadership?
- Who is an Ethical Leader?
- Beware







What is Ethics?

 Ethics is the practice of what is good and right for people at all times.

 It is about doing only what you would be wishing other people do to you.







ETHICAL VALUES

- Transparency
- Fairness
- Reliability
- Commitment
- Respect For Others



Professionalism



Leadership



African Public Service Charter

- Article 22 provides that:
- "Ethics shall mean a sound culture based on ethical values and principles." Such values and principles according to the Charter include:
- Performing duties properly and efficiently
- displaying professional discipline
- dignity, equity, impartiality, fairness,
- public spiritedness and courtesy in the discharge of functions, in relations with superiors, colleagues and subordinates, as well as with the public.





Importance of Ethics

- Though there are uncountable benefits from practicing ethics, six of these are:
- Satisfying Basic Human Needs,
- Creating Credibility,
- Uniting People and Leadership,
- Improving Decision Making,
- Long Term Gains and
- Securing the Society.







Leadership

Who is a Leader?







What is leadership?

- A process by which an individual is able to gain the willingness of individuals to support the group's goals.
- An act that causes others to act or respond in a shared direction.
- Interpersonal influence directed toward attaining goals and is achieved through communication.
- The incremental influence that a person has beyond his or her formal authority.









What is leadership?

Leadership is not positional occupancy

Leadership is not domination

Leadership is Influence







Who is an Ethical Leader?







Who is an Ethical Leader?

- Any person who exhibits a positive attitude by performing their duties creditably
- Any person who can envision a better approach to carrying out a duty and inspires others to do same
- Influences others to go the extra mile







Beware of these !!!







BRIBERY





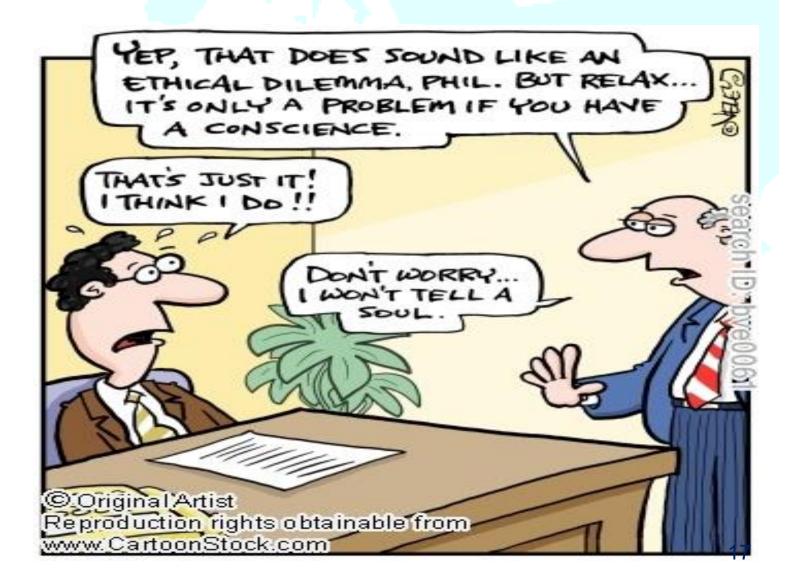


DISCLOSING UNAUTHOURIZED INFORMATION





CONNIVING







Conflict of interest

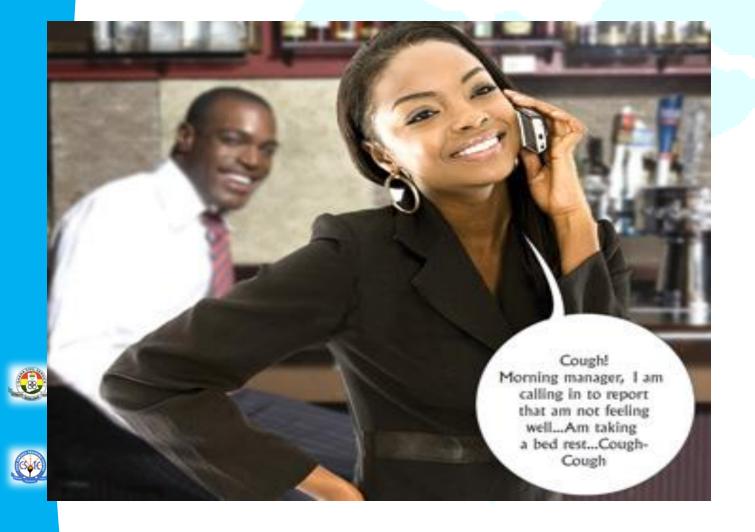




stock in the company whose drug I'm prescribing."



TELLING A LIE





HARRASMENT/ TOUCHING IN THE OFFICE







UNAUTHOURIZED COMPUTER USE







Summary

 "Ethical Leadership is more disposition than position—influence others from wherever you are."

— <u>John C. Maxwell</u>,









