

INDUCTION PROGRAMME FOR CIVIL SERVANTS





ETHICAL LEADERSHIP

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LEARNING OUTCOMES - 1

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

- **Explain the concept of Leadership**
- **Determine who an Ethical Leader is**
- **List the expectations of the Service on new recruits as Ethical Leaders**



LEARNING OUTCOMES - 2

It will help increase participants’:

- **Commitment** - increase the desire to do the right thing always
- **Consciousness** – heighten awareness of ethical implications of decisions and actions as they relate to a core set of moral values and ethical principles; and
- **Competence** – be able to engage in principled reasoning and problem solving as they relate to ethical conduct





All leaders here
must raise the
hands



Leadership



Leadership is the development of vision and strategies; the alignment of relevant people behind these strategies, and the empowerment of individuals to make the vision happen, **despite obstacles**".

[J.P. Kotter]



What is leadership?

- Leadership is **not** position occupancy
- Leadership is **not** domination
- Leadership is **Influence**



Leadership

I Integrity
N Nurture
F Faith
L ?
U ?
E Encourage
N New
C Communicate
E ?



Leading Upwards/Leading your boss

- Build a strong relationship with your leader
- Identify and appreciate your leaders
- Commit to add value to your leaders' strengths
- Complement your leaders weaknesses
- Expose your leader to good leadership resources
- Support your leader publicly
- “Until you value your time, you will not do anything with it”
M. Scott Peck



Leading your peers)

- Be a friend: Be caring and helpful
- Avoid office politics: “When the eagles are silent, the parrots begin to jabber”, W. Churchill –
- **Develop yourself and be willing to support others**
- Be Real/Authentic



Leading Down

- Express care
- **See everyone as a 10 – not a 2**
- Catch them doing something right
- Create a balance between personal and professional interest

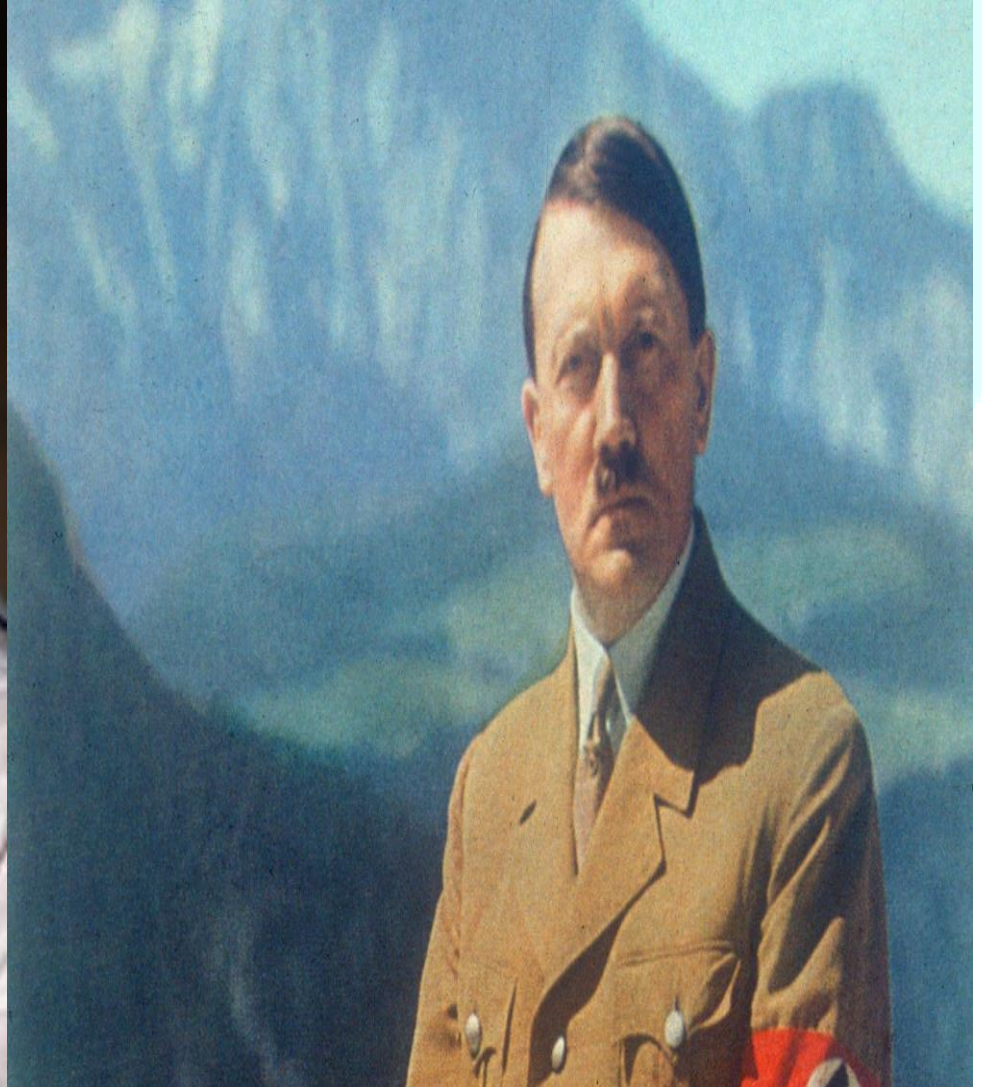


What is Ethics?

- 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.



Your comments



The Rotary 4-Way Test

The Test asks the following questions.

- Is it the **Truth**?
- Is it **Fair** to all concerned?
- Will it build **Goodwill** and **Friendship**?
- Will it be **Beneficial** to all concerned?



What is Ethical Leadership?



What is Ethical Leadership?

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

— **John C. Maxwell**,



SOME KEY PRINCIPLES OF ETHICS IN THE CIVIL SERVICE

Living the spirit of the motto: what is it?

- **Selflessness**
- **Integrity**
- **Justice and Fairness**
- **Accountability**
- **Transparency**
- **Leadership**



CSTC



Beware of these !!!



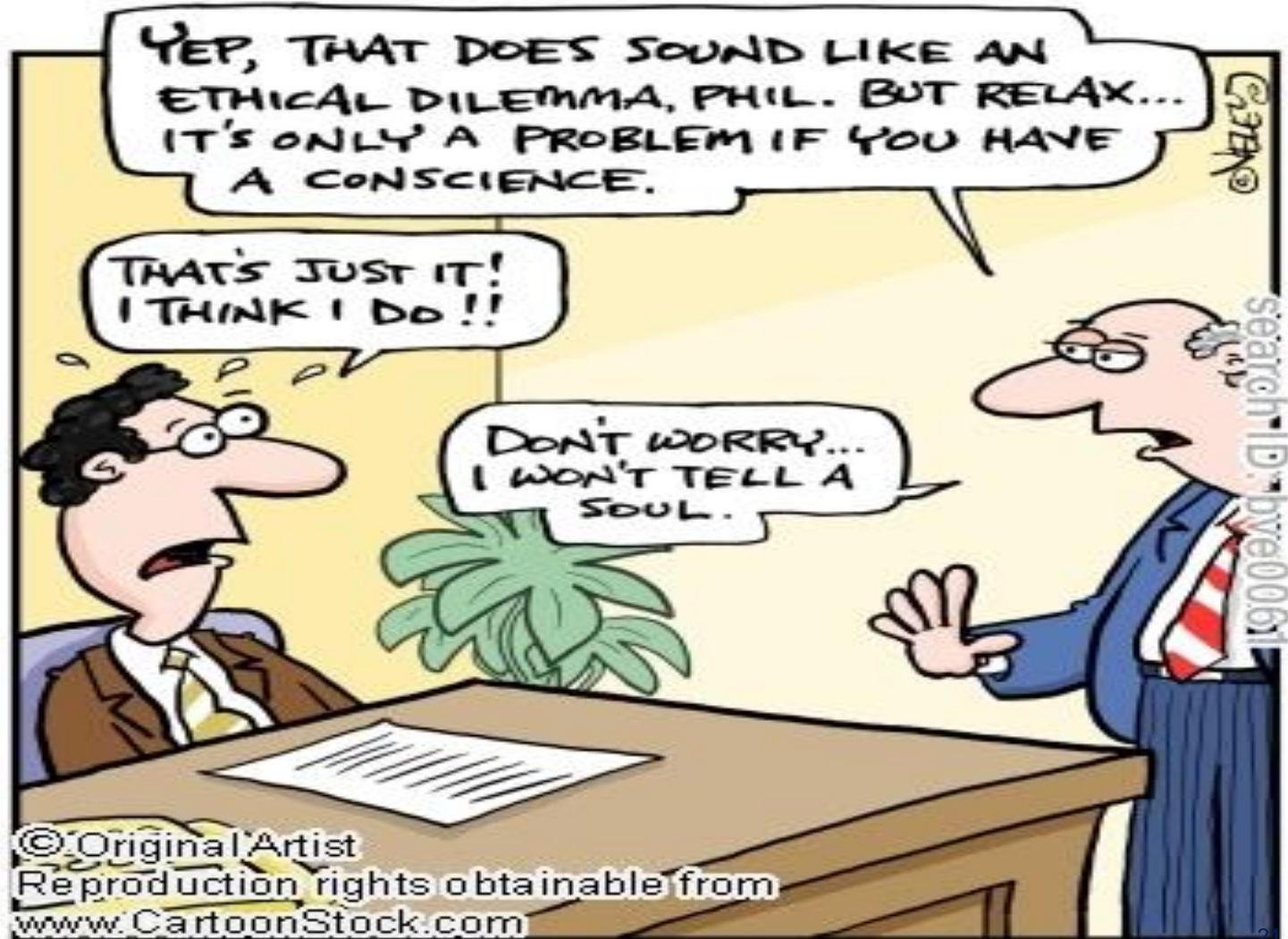
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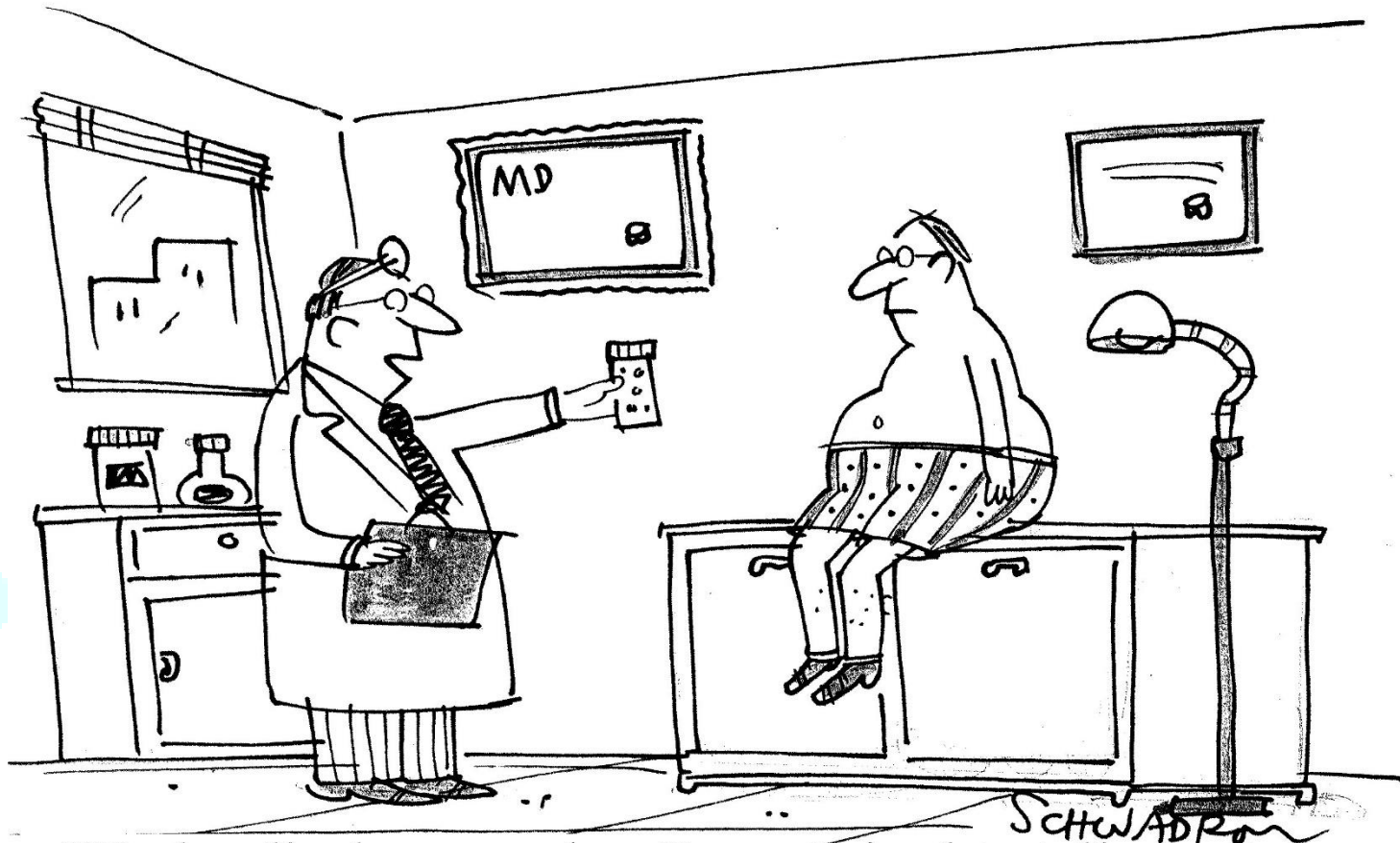
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BRIBERY



Conflict of interest



"Under disclosure rules, I'm required to tell you I own stock in the company whose drug I'm prescribing."

THANK YOU



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