

**Wisconsin Lake
Leaders Institute
Crew VIII**

Ethics & Social Responsibility

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Brain teaser

A bum has gathered sixteen cigarette butts so that he can make himself cigarettes. It takes four butts to make a cigarette. How many cigarettes can the bum make?

Values?

What are Ethics?

Ethics

- A principle of right or good conduct
- Acceptable principles of right or wrong to govern the conduct of a group

What are Morals?

Why Have Ethics Code?

- To define accepted/acceptable behaviors
- To promote high standards of practice
- To provide benchmark for self evaluation
- To establish framework for professional behavior and responsibilities
- Vehicle for occupational identity
- Mark of occupational maturity

ENCOURAGING ETHICAL STANDARDS

- Consider personality characteristics of job applicants
- Public statements that ethical behavior is important and expected
- Develop organizational policies specifying ethical objectives

ENCOURAGING ETHICAL STANDARDS (continued)

- Punish unethical behavior, reward ethical behavior
- Potential for unethical behavior in competitive situations and take appropriate steps to avoid it
- Group decision-making -- higher levels of moral reasoning than individual decision-making

Principle-Centered Leadership

- Life-Long Learner: Educated by Experience
- Service Oriented
- Positive Energy
- Believe in People
- Balanced Lives
- Life is an Adventure
- Synergistic
- Exercise
 - Physical, mental, emotional, spiritual

PCL Traits

- Integrity
- Maturity
- Abundance Mentality

Primary Greatness

Treat a Man as he is and he will remain as he is; treat a man as he can and should be, and he will become as he can and should be .

Goethe

Moral Compass

- Trust vs Trustworthiness
- Orients people
- Provides vision and direction

**You can't talk
yourself out of
problems you behave
yourself into.**

PCL Power Tools

➤ Persuasion

➤ Kindness

➤ Patience

➤ Openness

➤ Gentleness

➤ Compassionate

➤ Teachableness

➤ Consistency

➤ Acceptance

➤ Integrity

Persuasion

➤ Reasons

➤ Rational

➤ Why?

Patience

- Maintain long-term perspective
- Process and person

Gentleness

- Not harsh or forceful
- Nonjudgmental
- Concerns others' disclosures

Teachableness

- Do not have all the answers
- Value others' viewpoints/experiences

Acceptance

- Withholding judgment
- Benefit of the doubt
- People first

Kindness

- Sensitive
- Caring
- Remembering the little things

Openness

- Acquiring accurate information from others
- Respect for them not for what they do
- Focus on desires, goals, and values

Compassionate Confrontation

- Acknowledging error
- Allowing for error and course corrections
- Creating a risk-taking atmosphere

Consistency

- Non-manipulative
- Set of values or code
- Reflect who you are
- Stable

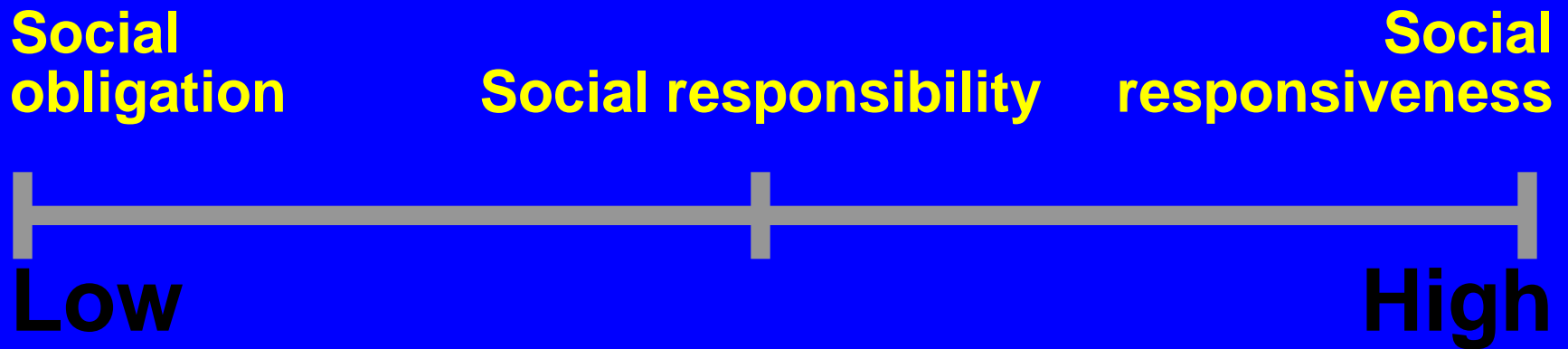
Integrity

- Words match thoughts and actions
- Focus on good of others

SOCIAL RESPONSIBILITY

An organization's obligation to engage
in activities that protect and contribute
to the welfare of society

LEVELS OF SOCIAL COMMITMENT



To emphasize its importance, social commitment can be included in an organization's strategic plan

SOCIAL OBLIGATION

- Reactive
- Proscriptive
- Adheres to legal requirements
- Adheres to economic considerations

SOCIAL RESPONSIBILITY

- Prescriptive
- Does more than required by law
- Does more than required by economic considerations
- Avoids public stands on issues

SOCIAL RESPONSIVENESS

- Proactive
- Anticipates and prevents problems
- Searches for socially responsible acts
- Takes public stands on issues

**What level of Social Commitment
is this Team at?**

How do you know?

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