Ethical Leadership & Team Building

Role of Media: Social Aspects of Ethics

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Ethics – Cases

- Just lather, that's all

- A lawyer who tells the court that his client is guilty may be acting out of moral desire to see justice done, but this is deeply unethical because it violates the attorney-client privilege.

- Once the seats are filled, and you see an old woman standing will you give her a seat? Is it moral or ethical?

- Copying in the Exams.

Start jumping the rules; risk ending up as fools.
Look, who is leading them !

Morals vs Ethics

- Morals are the basis for Ethics; Morals are thoughts, Ethics are actions.

- Morality is something personal and normative. Ethics is Social

- Ethics is the standards of Good and Bad distinguished by a certain community on what ought to be done.

- A morals are driven by a desire to be good. An ethical code is a set of rules that defines allowable actions or correct behaviour.

- Morals is all about always being perfect. Code of ethics is to see that you do not go wrong.

- Ethics are a set of rules that are drafted to ensure members stay out of trouble and act in a way that brings credit to the profession.

- Ethics are well-grounded standards of right and wrong, usually put in terms of: rights, duties, benefits to the society, fairness, and other specific virtues.

  - Whatever is Ethical may not always be Moral.

    - Whatever is Moral may not always be legal

  - Whatever is Ethical is most of the time legal

(Ethics is about approved behaviour, and Morals are the appreciation of behaviour)

Ethical Leaders help employees connect (**+**) to:

Policies

Law

Ethical Leaders

Universal Truths

Self

What is policy?
Expectations that describe acceptable and unacceptable employee behaviors in the workplace.
A policy is a rule strictly reserved for employees in a company/Department.

How does it differ from a law?
Laws are rules that mandate or prohibit certain behavior in society and that applies to everyone under a government.

What are the universal truths?
- Every person has to make ethical decisions
- Every organization faces ethical challenges

How is SELF involved ?
A sense of Responsibility and Accountability.

What are the three general categories of unethical and illegal behavior?
1.) Ignorance 2.) Accident 3.) Intent

Who is an Ethical Leader?

1. Who 'knows' what is right and wrong, and why.

2. Effective Communicator (Clarity of thought)

3. Encourages/Rewards ethical behaviour (Catches people doing right)

4. Who knows how to Praise and Criticize

5. Is not Egotist BUT Accountable

6. Is not Abusing BUT Trouble-shooting

7. Is not biased (religious/caste/creed/region/gender etc)

8. Chooses anger judiciously

9. Doesn't Procrastinate

10. Interviews to qualify and not to disqualify

11. Effective team-player

12. Empathizes

13. Is a **Decision-maker— he becomes a natural Leader**

Ethical Dilemma

▶ A conflict between 2 alternatives or 2 right choices.

4 Common Dilemmas:
1. Truth Vs Loyalty
2. Individual vs Community
3. Short-term vs Long term
4. Justice vs Mercy

How to decide?

Does the Decision stand these tests?

- The Legal Test – (Is there a law broken?)
- The Stench Test – (Is there a stench of Corruption?)
- The Front Page Test – (What if this makes a Newspaper headline?)
- The Mom Test – (What if my mom or any dear person knows of this?)

- Passion vs Reason
- Uninformed decision vs Informed decision

3 Approaches to Ethical Decision-making

1. Ends Based
2. Rules Based
3. Care Based

How to Resolve an Ethical Dilemma?
The question WHY is the answer.

- Remember there can always be a THIRD option
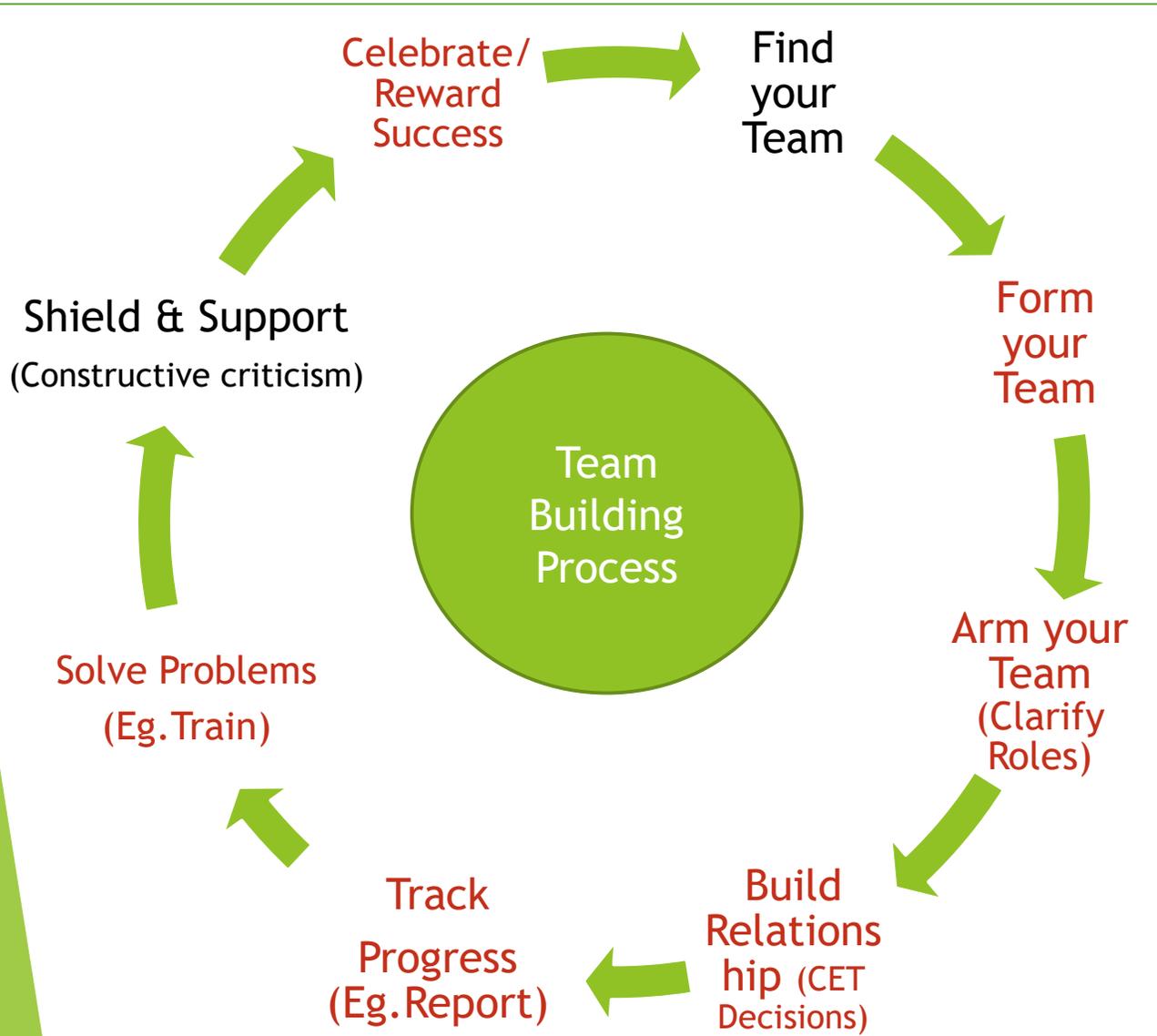- No harm-No foul play
- Focus on Consequences

Step-1: Analyse the Consequences *(health vs phone)*

Step-2: Analyse the Actions/Options *(truth-telling, promise- keeping, honesty, fairness, and respecting the dignity of others, leaving what for what)*

Step-3: Make a decision after adequate brainstorming
(if needed, with right people/stake holders)

 (Delay in decision itself is unethical, it amounts to indifference/irresponsibility)

Team Building (Continuing from Step-3)

Team Building Process

- Celebrate/Reward Success
- Find your Team
- Form your Team
- Arm your Team (Clarify Roles)
- Build Relationship (CET Decisions)
- Track Progress (Eg.Report)
- Solve Problems (Eg.Train)
- Shield & Support (Constructive criticism)

▶ Transition from Group to Team

▶ Brick yourself into the team

▶ Leader's Responsibility quotient is directly proportional to Team's Effectiveness

▶ Know the strengths and Weaknesses of your team members

▶ Job Sculpting & Shared Responsibility

▶ Collective, Empathetic, and Transparent (CET) Decision-Making

▶ Don't wait for Perfection

▶ Remember you can't control, you can only manage.

Team Building : Ethical Work-Ecosystem for Ethical Cascading Effect

Ethical Leadership

Know

NO

Just

Follow Rules

Punctuality case study

Likeability is a Liability for Ethical Work-Ecosystem

Probe

- Have you ever had the opportunity to become a leader?

- How did you assess the Strengths and Weaknesses of your team members?

- What were the challenges you faced making a team?

- Have you faced any ethical dilemma?

- How did you solve it?

QUESTIONS ?

Role of Media ; Social Aspects of Ethics

Discussion on:

▶ Information vs Opinion vs Fact vs Truth

The Inevitabilities:

▶ Law is strengthened by ethical agreements and social contracts

▶ Technology usually outpaces law (Media is Technology)

The Way Out ?

▶ Practice LIFE Lessons

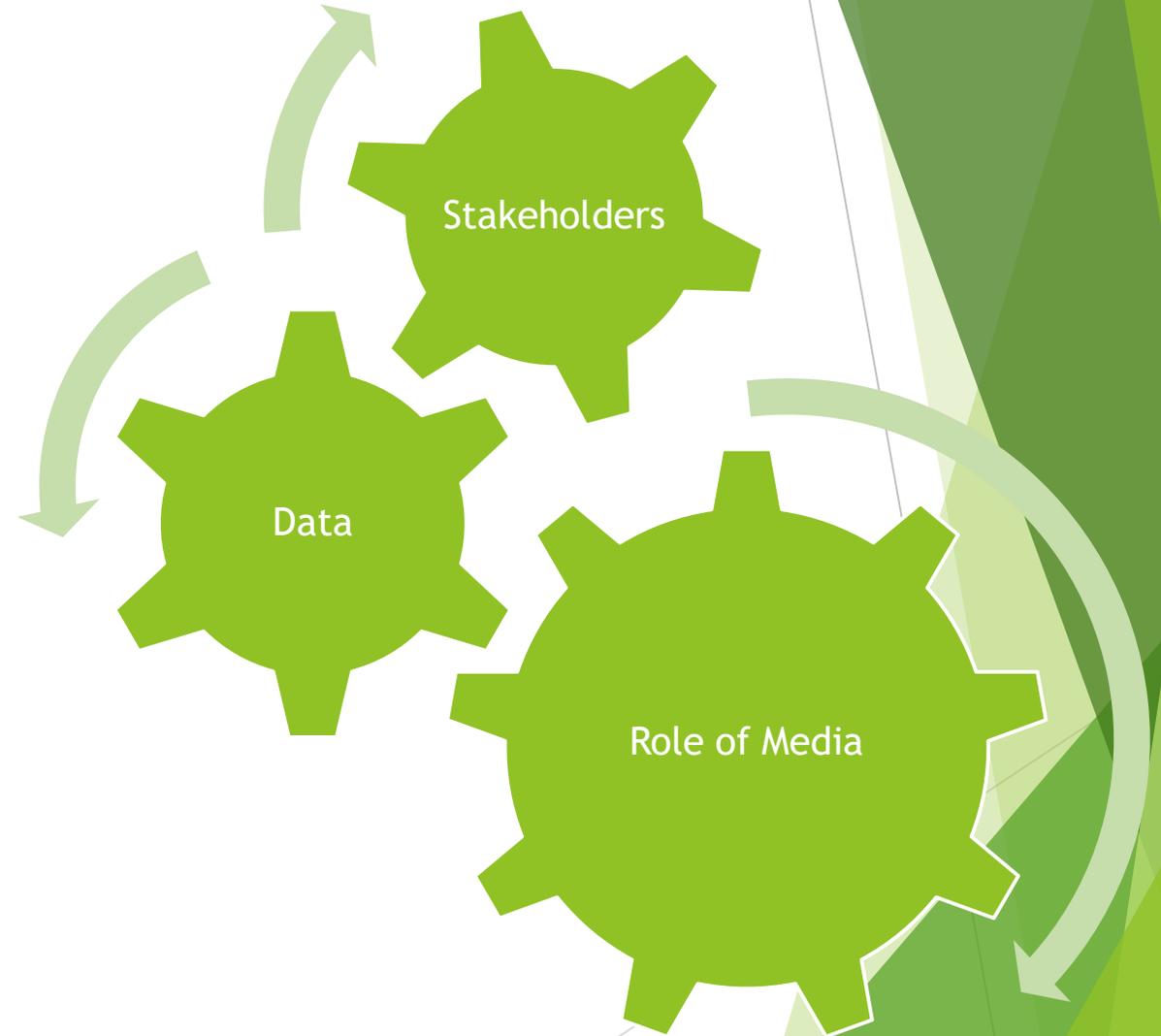The Devil Lies in the Details

Learn

Interpret

Filter

Empower

Role of Media and Social Aspects of Ethics

- Who are Influenced/affected? -
  -Stakeholders

- What is the material?
  —Data!

- What makes a sensation?
  --Media

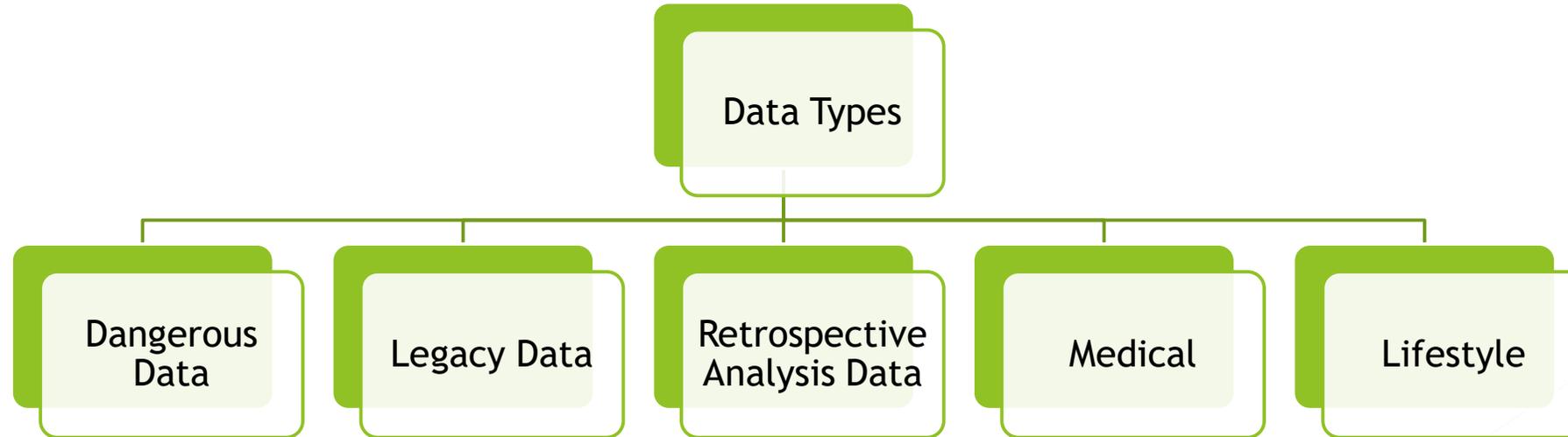- What makes it sensible?
   -Communication via Media

Stakeholders and Social Aspects

Data Management & Social Aspects of Ethics

- Ethical and social issues with respect to data archiving, sharing and reuse

- Kinds/types of data that can be archived and reused (and under what circumstances)

Data Types

| Dangerous Data | Legacy Data | Retrospective Analysis Data | Medical | Lifestyle |

Role of Media and Social Aspects of Ethics

The Challenges:

- Individuals are accountable for fulfilling their civic duty

- Obligations to and impacts on families, communities, and societies

- The actions of an individual must benefit the whole of society

- Data management ('dangerous data', legacy data, retrospective analyses, medical humanities, wellness/lifestyle data)

- Developing and adhering to policies and practices that encourage appropriate data sharing.

Role of Media ; Social Aspects of Ethics

The Responsibilities : Learn to say 'kNOw'

- 'KNOw' to be responsible
- Maintaining Confidentiality
- Avoiding Unnecessary Socialization
- Abstaining from Resource Abuse
- Escape Time Abuse
- Sidestep from Opportunity Abuse
- Beware of Consequences of Media abuse
- Media can be a Genie or a haunting ghost
- Media as a distraction
- Use media for the benefit of your office and the government - Discuss

Questions ?

A Big
Thank You !