



“Developing and enhancing the quality of leaders in Fiji.”

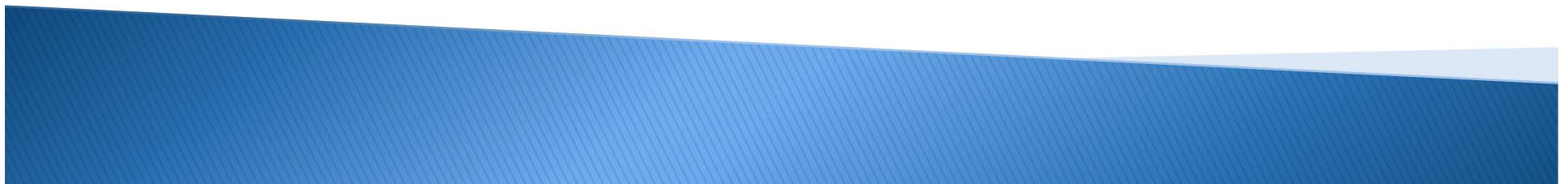
FIA Technical Workshop

~~Ethical Leadership~~ Leading Ethically

By Sharyne Fong, Chief Executive Officer
13th March 2020, Warwick Resort



We can't really discuss ethical leadership without first looking at ethical behavior

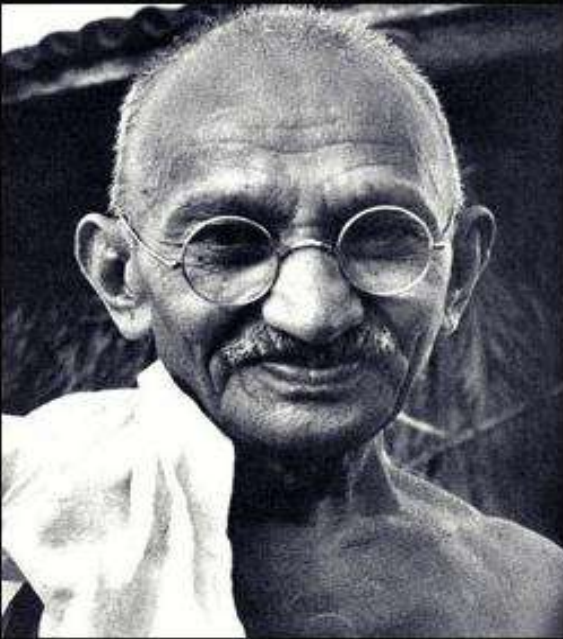


What is Ethical Behavior?

Everyone

~~Executives~~ must demonstrate ethical behaviour

Simply knowing and doing what is right!



You must be the change you want to see in the world.

(Mahatma Gandhi)

CEO is Chief Ethics Officer

It is everyone's
responsibility to be CEO

<https://yscouts.com/10-ethical-leadership-characteristics/>

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5 Principles of Ethical Leadership

Author: Kapur, Radhika, PY: 2018/03/17, T1 – Ethical Leadership





Good ethical leaders build community by taking into account:

- the purpose of everyone involved in the group
- being attentive to the interests of the community and culture
- beyond humans



An ethical leader also serves others.

Ethical leaders place their followers' welfare at the top of their list

A blue circle with a white border, containing the text "Manifests Honesty" in white. Two small blue triangles point towards the circle from the top right and bottom left.

Manifests Honesty

Honesty is an important principle and best understood when we think about the opposite of honesty, dishonesty.

Dishonesty is a form of lying, and way of misrepresenting reality.

A blue circle with the text "Respects Others" in white, with two small blue triangles pointing towards it from the top-left and bottom-right.

Respects Others

Respect would be defined leaders that respect other and themselves.

Respect is complex and goes deeper than the respect that parents teach their children.

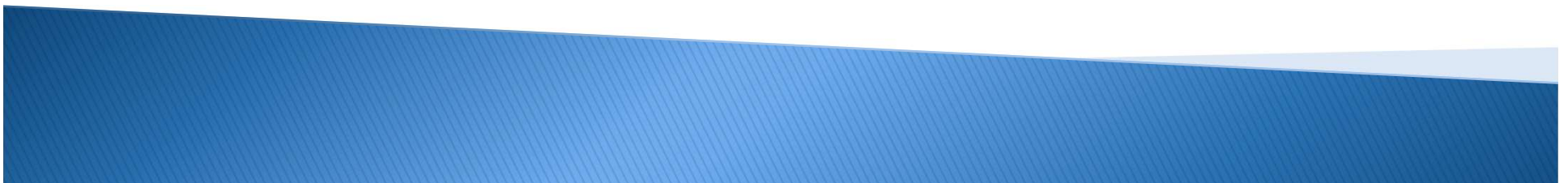
A leader that respects their followers is empathic, and tolerant of opposing points of view.



Ethical leaders are concerned about issues of fairness and justice.

If a leader is just then they are able to treat all of their followers in a fair and equal way.

No members of my team are treated differently.







Let's get to some real life ethical dilemmas

Real Ethical Dilemmas

Gifts

You receive a basket of expensive foodstuff or gifts with a card: "We hope you and your family enjoy these"

What action(s) might you want to take?

Real Ethical Dilemmas

Conflict of Interest

As manager, you are hosting an informal celebration in the office. The food budget is \$200. Your next-door neighbour has just started their own catering business and asks to supply the food. Since they are just starting out, they'll do it at cost and provide extra items at no charge.

What might you want to consider?

Real Ethical Dilemmas

Cheating

You're married with a loving family and you're having an affair with a staff working in your organization; or you know someone who is cheating in this manner.

What action(s) might you want to take?

Real Ethical Dilemmas

Playing Favourites

It's perfectly normal for managers to hire people from their social network and close mates. This happens in your workplace.

What action(s) might you want to take?

Real Ethical Dilemmas

Violence

You see someone being beaten up, knowing in Fiji we often say it is none of our business.

What action(s) might you want to take?

Real Ethical Dilemmas

Accountability

Suppose you learn employees are lying or acting unethically to meet their sales quotas.

What action(s) might you want to take?

Real Ethical Dilemmas

Culture of Silence

You see your colleagues spending a lot of time browsing the internet on other non work-related matters at the expense of your organization's access to internet.

What action(s) might you want to take?

Real Ethical Dilemmas

Keeping up with the Joneses

You see a friend keeping up with friends showing off that they can afford to have the same type of vehicle, clothes, money and dining venues as others who can afford it, but you know very well that they cannot afford these luxuries.

What action(s) might you want to take?

Real Ethical Dilemmas

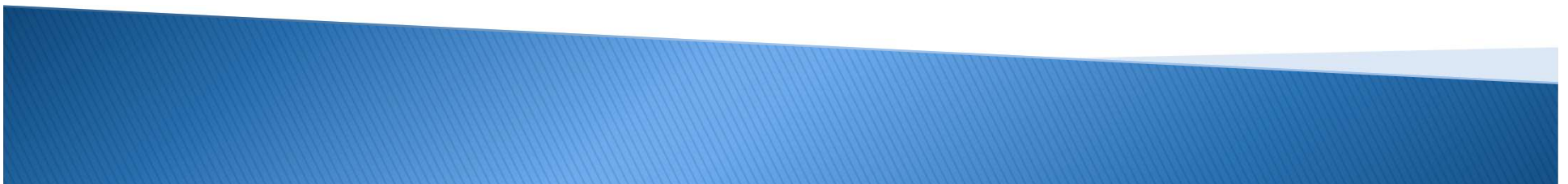
Practicing Ethics

You come into the conference venue, sign in and leave, knowing you will get your points for practicing based on your sign off at every session. Your organization has paid for your registration to attend the conference.

What might you want to consider?



Personality Traits of Ethical Leaders





Ethical Leaders' Personality Traits

- Considerate and Thoughtful
- Kind-hearted and Respectful
- Serving Others
- Courageous
- Values and Norms
- Positive Thinking
- Prudence and Persistence
- Integrity

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About Leadership Fiji





Our Vision

Leadership Fiji's Vision is

“to develop and enhance the quality of leaders
in Fiji”

“Developing and enhancing the quality of leaders in Fiji.”

Why?

- The development of leaders is fundamental to a nation's well-being (the good society) and to the creation of a society that is economically, socially and politically successful.
- Leaders usually come from specific sectors with significant knowledge in that area but a limited appreciation of the whole social framework.
- For Leaders to be truly successful, they need to have an inclusive approach with an understanding of Fiji as a nation and how it works.
- Aimed specifically at assisting our emerging leaders to cope with demands of the ever-changing world so that Fiji reaches its full potential in the widest sense.

"Developing and enhancing the quality of leaders in Fiji."

Objectives

- To expose participants to leaders from across our society, in a structured manner, providing you with the opportunity to deepen your understanding of our country, its history, economic and social structure.
- Result (we hope) will be the development of a new generation of leaders equipped to take Fiji forward as a united dynamic nation.
- Allows you as participants to nurture, explore and ignite your own values, philosophies, prejudices and beliefs through a variety of issues offered by the program.
- Provides close interaction with Fiji leaders in fields such as the private sector, non-governmental organizations, government ministries, youth and faith based organizations. And connect you to a wider network of like minded leaders.

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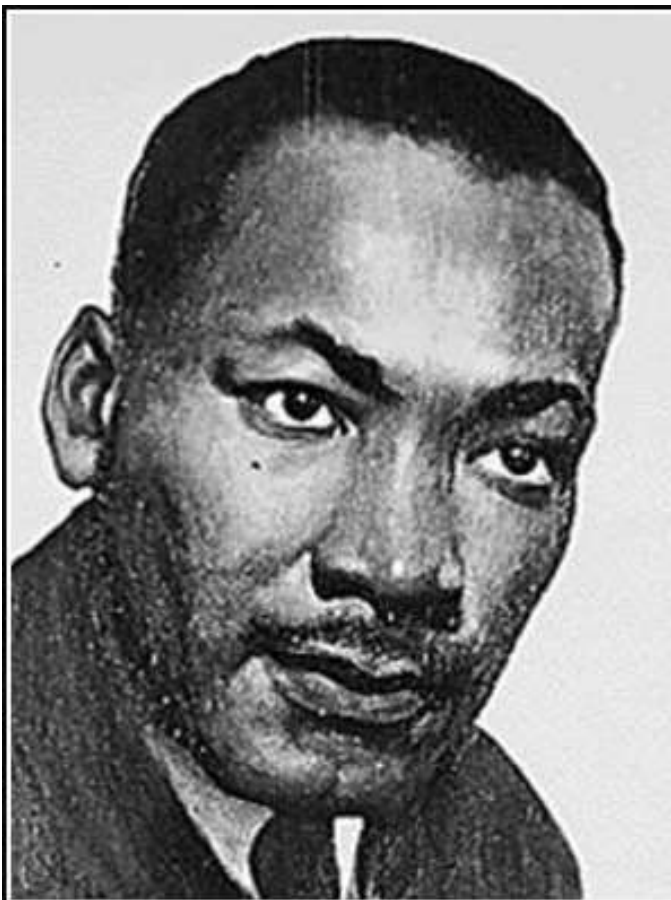


Video

Leadership Fiji 15th Anniversary Commemorative Video

It is everyone's
responsibility to be CEO

CEO is
Chief Ethics Officer



May I stress the need for courageous,
intelligent, and dedicated leadership...
Leaders of sound integrity. Leaders not in
love with publicity, but in love with justice.
Leaders not in love with money, but in love
with humanity. Leaders who can subject
their particular egos to the greatness of the
cause.

— *Martin Luther King* —

AZ QUOTES

“Developing and enhancing the quality of leaders in Fiji.”



Thank You!

