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Ethical Leadership
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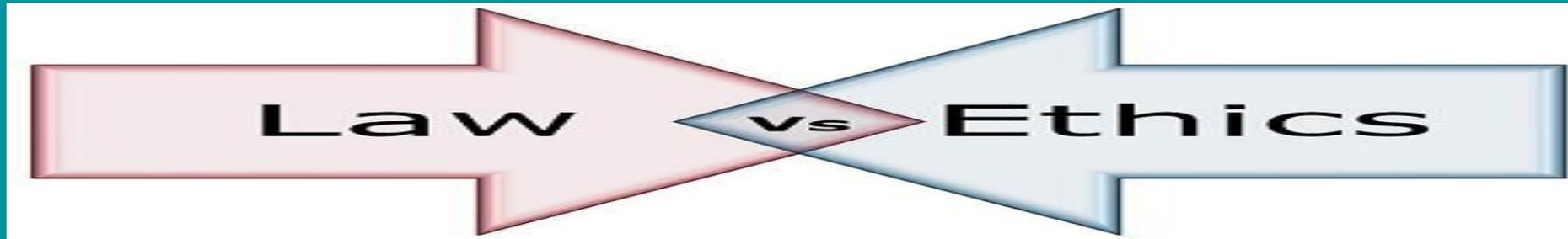
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Definition of ethics

- The branch of philosophy that deals with morality.
- **Ethics** is concerned with distinguishing between **good** and **bad**, between **right** and **wrong** human actions,
- In other words it is moral principles that govern:
 - a person's behaviour or
 - the conducting of an activity

Law vs Ethics



- Legal standards are based on written law, while ethical standards are based on human **rights** and **wrongs**.
- Something can be perfectly **legal** but not **ethical**.
- Legal standards are written by **government officials**, while ethical standards are written by **societal norms**

Basis for comparison	Law	Ethics
Meaning	The law refers to a systematic body of rules that governs the whole society and the actions of its individual members.	Ethics is a branch of moral philosophy that guides people about the basic human conduct.
What is it?	Set of rules and regulations	Set of guidelines
Governed By	Government	Individual, Legal and Professional norms
Expression	Expressed and published in writing.	They are abstract.
Violation	Violation of law is not permissible which may result in punishment like imprisonment or fine or both.	There is no punishment for violation of ethics.
Objective	Law is created with an intent to maintain social order and peace in the society and provide protection to all the citizens.	Ethics are made to help people to decide what is right or wrong and how to act.
Binding	Law has a legal binding.	Ethics do not have a binding nature.

What is ethical leadership

- **Ethical leadership** is leadership that is directed by respect for ethical beliefs and **values** and for the **dignity** and **rights** of others;
- Ethics is concerned with the kinds of values and morals an individual or a society finds desirable or appropriate.
- In life we are governed by:
 - Laws and regulations;
 - Own conscience; belief and value system
 - Values and beliefs of the society we live in;
- These 3 should never be in conflict with each other

Characteristics of an ethical leader

- 1. Justice
 - An ethical leader is always fair and just. They have no favorites, and treat everyone equally. Under an ethical leader, no employee has any reason to fear biased treatment on the basis of gender, ethnicity, nationality, or any other factor.
- 2. Respect others
 - One of the most important traits of ethical leadership is the respect that is given to followers. An ethical leader shows respect all members of the team by listening to them attentively, valuing their contributions, being compassionate, and being generous while considering opposing viewpoints.

Characteristics of an ethical leader

- 3. Honesty

- It goes without saying that anyone who is ethical will also be honest and loyal. Honesty is particularly important to be an effective ethical leader, because followers trust honest and dependable leaders. Ethical leaders convey facts transparently, no matter how unpopular they may be.

- 4. Humane

- Being humane is one of the most revealing traits of a leader who is ethical and moral. Ethical leaders place importance in being kind, and act in a manner that is always beneficial to the team.

Characteristics of an ethical leader

- 5. Focus on teambuilding
 - Ethical leaders foster a sense of community and team spirit within the organization. When an ethical leader strives to achieve goals, it is not just personal goals that they're concerned about. They make genuine efforts to achieve goals that benefit the entire organization – not just themselves.
- 6. Value driven decision-making
 - In ethical leadership, all decisions are first checked to ensure that they are in accordance with the overall organizational values. Only those decisions that meet this criterion are implemented.

Characteristics of an ethical leader

- 7. Encourages initiative
 - Under an ethical leader, employees thrive and flourish. Employees are rewarded for coming up with innovative ideas, and are encouraged to do what it takes to improve the way things are done. Employees are praised for taking the first step rather than waiting for somebody else to do it for them.
- 8. Leadership by example
 - Ethical leadership is not just about talking the talk, this type of leader also walks the walk. The high expectations that an ethical leader has of employees are also applicable on the individual level. Leaders expect others to do the right thing by leading from example.

Characteristics of an ethical leader

- 9. Values awareness
 - An ethical leader will regularly discuss the high values and expectations that they place on themselves, other employees, and the organization. By regularly communicating and discussing values, they ensure that there is consistent understanding across the organization.
- 10. No tolerance for ethical violations
 - An ethical leader expects employees to do the right thing at all times, not just when it is convenient for them. Don't expect a leader of such high values to overlook or tolerate ethical violations.

Dankie
Enkosi
Thank you