



ELEMENTS OF AN EFFECTIVE ETHICS PROGRAM

LEADERSHIP COMMITMENT

WHAT IS MEANT BY LEADERSHIP COMMITMENT?

Leaders demonstrate their commitment to ethics every day through their words (when communicating with employees or other business partners) and their actions (by following the rules, respecting others, and responding appropriately to employees' concerns).



WHY IS LEADERSHIP COMMITMENT TO ETHICS IMPORTANT?

- ✓ Fosters an ethical culture by setting the tone from the top and middle of the organization
- ✓ Creates an environment in which employees can raise concerns without fear
- ✓ Improves employee morale and productivity
- ✓ Supports employees through ethics training and encourages utilization of ethics resources



MAKE THE BUSINESS CASE

Explain to leaders how an effective ethics program can mitigate legal, financial and reputational risks. Emphasize the role of management in fostering an ethical culture.



ESTABLISH EXPECTATIONS

With your company values in mind, determine how leaders should deliver bad news, resolve disagreements, respond to concerns, create an inclusive workspace, etc.



COMMUNICATE EXPECTATIONS

Communicate to leaders and employees how management is expected to demonstrate your company's values and "walk the talk" around ethics.



MEASURE BEHAVIORS

Hold leaders accountable by adding a section on behaviors to their performance reviews. An anonymous all employee survey could provide insight into your ethical climate.