



Christina Chard

DEL 730 Ethics: Values and Decision-making

Model

*DEL Outcome #4: **Model**, design, and implement scholar-practitioner practices and processes to develop ethical leadership in organizational, community, or institutional contexts.*

Model

Model Definition

-An example for imitation or emulation.

Leadership Considerations

- Self-Reflection
- Values and virtues
- Personal leadership model
- Leadership styles
- Personal code of ethics
- Actions and behaviors as leaders

Transformational Leadership Attributes

Dynamic environment

Lead & Develop Leaders

Trust & Confidence in Followers

Measured by degree of positive social change

Individual consideration

Morally uplift followers

Intellectual stimulation

Lead by example

Shared/Distributed Leadership Attributes

Empowerment

Problem-solving

Influence follower behavior

Encourage innovation/creativity

Clear vision/mission

Challenge status quo

Team spirit

Information focused

Manage resources

Controls conflicts

Social Integrator/Navigator

Engage member capabilities

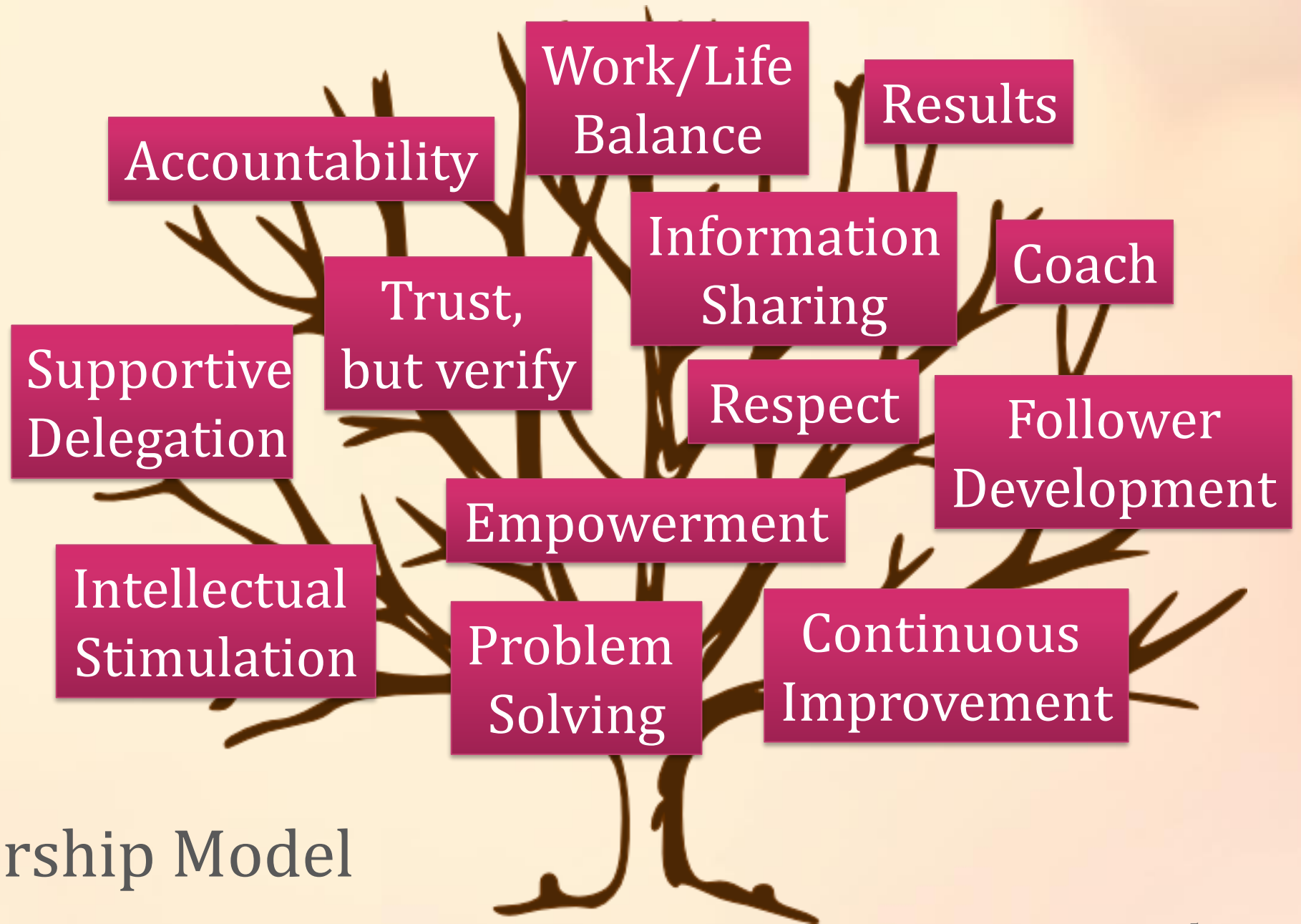
Operations coordination

Sets team norms

Coaching

Values

- Family
- Life
- Growth
- Spirituality



Chard's Leadership Model

Design

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Ethics Building from Within

Know thyself

- Virtues & Values
- Leadership Style
- Shadow/Light Casting
- Biases

Understand the context

- Ethical Perspectives
- The Faces of Evil
- Organizational Culture
- Common Ethical Dilemmas

Learn the tools

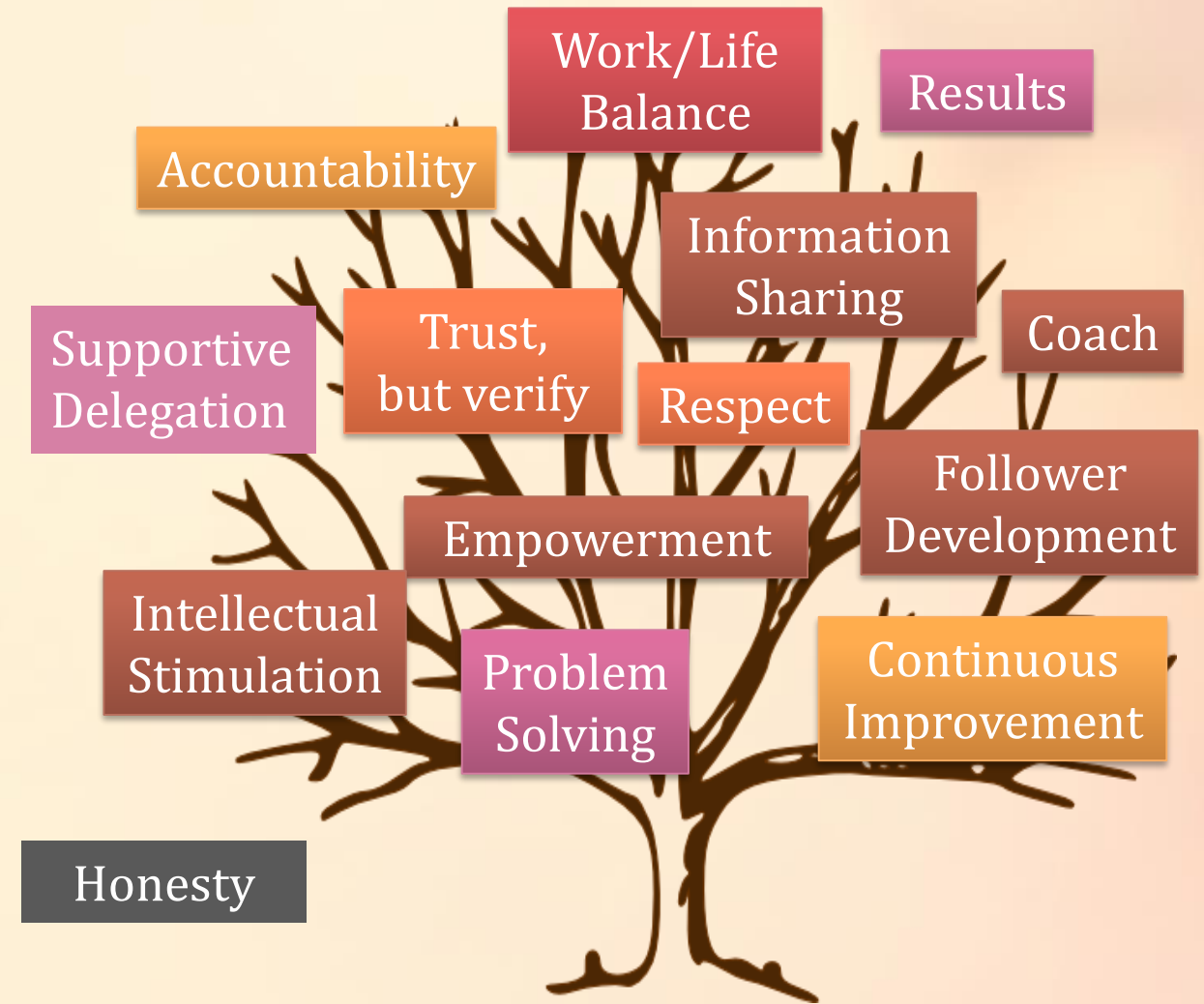
- Decision-Making Methods
- Training and Development programs
- Code of Ethics (personal & organizational)
- Tone at the Top

Apply & Assess

- Pragmatic/Scientific Approach
- Qualitative – Self Assessment Surveys
- Quantitative – Ethical Violations Reported



- Honesty
- Trust
- Responsible
- Accountable
- Harmless
- Develop Others



Leadership Model influence on Ethics

Implement

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Ethical Development

Self Development

- Ethics assessments/case study
- Practical experience
- DEL program
 - Shadows/Light Casting
 - Ethical Approaches
- Mentoring/Mentee

Others (i.e. organizations)

- Ethics exercises
- Training
 - Social Responsibilities
 - Code of Conduct/Ethics
 - Ethical Decision-Making
- Code of Ethics policies/practices
- Leadership modeling/influence

Personal Code of Ethics

- Tell the truth, even when it hurts
- Be trustworthy and trust others (but verify), confidentiality
- Accept responsibility for self and others
- Be dependable, fulfill responsibilities
- Never harm others intentionally and protect where possible
- Treat others respectfully, understand family/worklife balance

Implementation - Academia

- Admittance
- Program Advising
- Grading
- Academic Integrity
- Title IX – Non-discrimination, sexual harassment, & Sexual Assault

Questions?



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