



# THE 2<sup>ND</sup> NATIONAL LADY ACCOUNTANT CONFERENCE

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# **NAVIGATING THROUGH ETHICAL DILEMMAS IN THE CORPORATE ARENA**



## **Ethics, Morals Values**

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**Ethics** - the values an organization demonstrates in its goals, policies and practices

Ethics are principles that influence our actions, decisions and the rules we create

Deals with concepts of right or wrong





## **Ethics, Morals Values**

- **Morals** deals with manners or character
- **Ethics & Morals** are essentially the same
- **Values** are standards of behaviour; one's judgement of what is important in life.



Individuals/Company values inform ethics

# CORE VALUES



- Personal
- Professional
- Organisational

# Organizational values

concern for  
employees'  
rights

tolerance, compassion,  
loyalty and honesty in  
treatment of customers,  
clients and employees

Fair Procedures

Bedrock of Ethical Operations in Organization



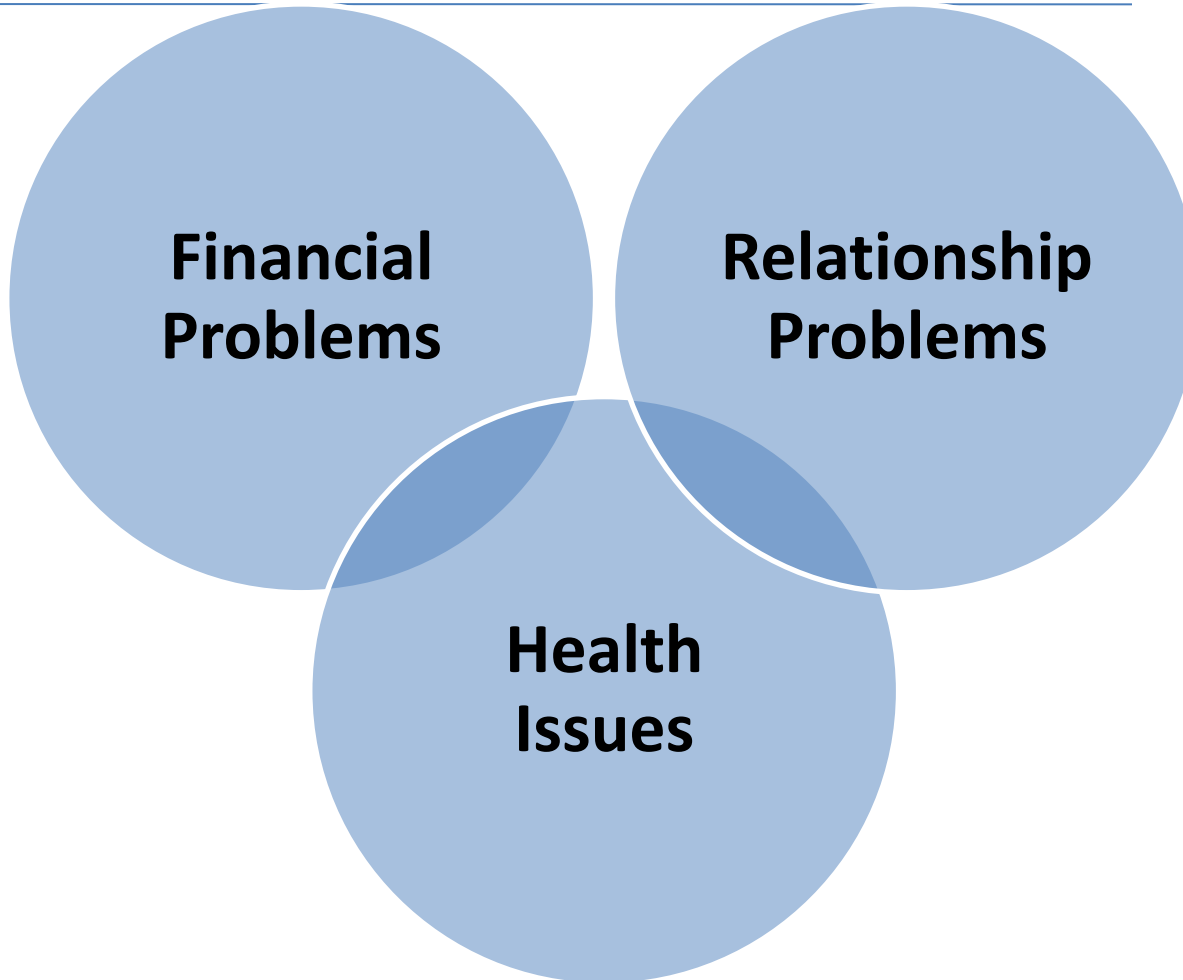
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# WHAT DETERMINES ETHICAL BEHAVIOUR AT WORK



# Triggers for Unethical Behavior



*These are the most common emotional stressors*

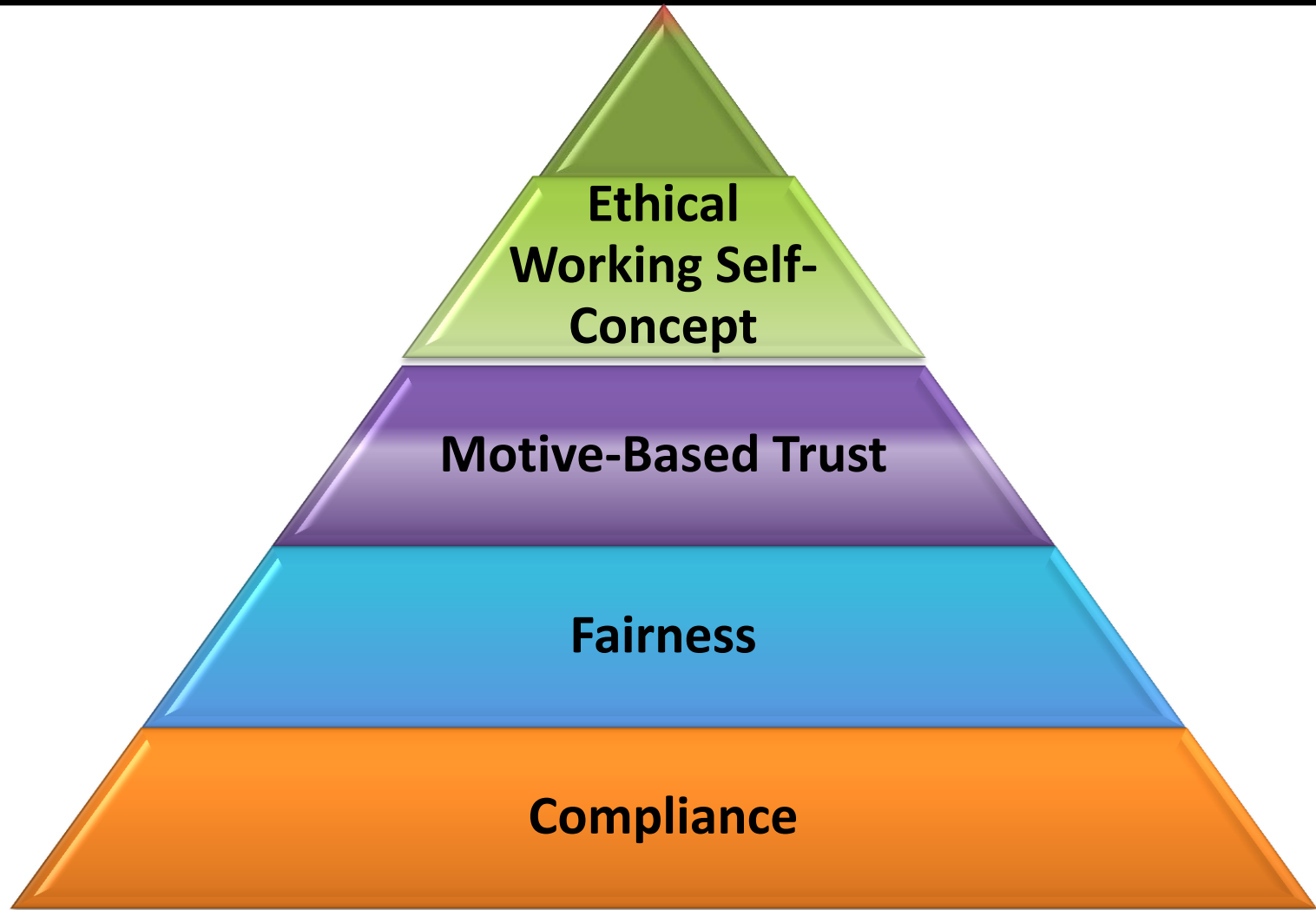
# Triggers for Unethical Behavior

- Ethical leaders pay attention to Employees' emotional triggers
- For an *ethical lapse to occur 3 things happen*:
  - 1) There must be a **need**
  - 2) There must be an **opportunity**
  - 3) There must be **rationalization**

# On the Job Dilemmas



# Ingredients of an ethical workplace



# 1. Compliance

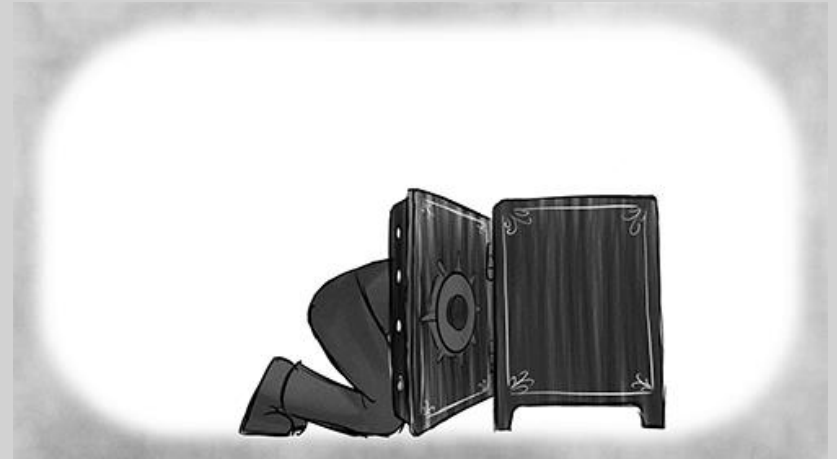
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“the norms, values and ethical expectations set by the organization and its management practices”

- Help employees see how organizational values connect to its mission their contribution
- Legal compliance alone is not enough
- Make values and ethical expectations crystal clear

# Non Compliant?

- Legal Action



## 2. Fairness

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“Fairness refers to the perceived justice of the policies and practices that affect employees and their work”

- If leaders are perceived fair in an organization, trust develops
- How do managers treat employees?

# 3. Motive based Trust

“the assessment employees make regarding the ethical character of those with whom they interact at work”

Managers who model ethical behavior will build motive-based trust, so that even when those managers make mistakes, employees will continue to trust them



# Characteristics of trustworthy managers

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- Willingness to listen to criticism
- Willingness to admit and take responsibility for ethical mistakes
- Willingness to ask for forgiveness and take corrective action.

## 4. Ethical working Self concept

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“the degree to which employees make the ethical values of the organization part of their concept of who they are and what is expected of them as members of that organization”

- Most powerful ingredient and cannot be created without the other 3



Would you put your company's profit  
ahead of your ethical concerns?

# Tips



- Ethical concerns must be discussed openly
- Ticking the compliance checklist does not resolve the emotional issues that lead to unethical behavior
- Ethical culture must start from the top
- Have courage to speak up

THERE IS  
NO RIGHT WAY  
TO DO  
A WRONG THING.



# Discovering Your Competitive Edge

what will make you stand out?

# 1. Sharpen your Axe

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- ☐ Master your craft
- ☐ Develop stellar skills

## 2. Write it Down

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- ☐ Write down your goals
- ☐ Have an accountability partner



# 3. Build Relationships

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- ❑ Your network is your net worth
- ❑ Nobody has ever succeeded alone

## 4. Be seen Be Heard

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- ❑ Visibility is Key
- ❑ Social Media presence

# 5. Identify your Passion

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- ☐ What are your strengths?
- ☐ Find your monetisable passion

# 6. Ask Questions

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- ❑ Challenge status quo

- ❑ Be inquisitive

# 7. Speak UP

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- ❑ Share your point of view
- ❑ Communicate with clarity

# 8. Courage

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☐ Dare to dream

☐ Courage stems from confidence

# 9. Take time to Think

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- ❑ Your creative brain is your competitive advantage

# 10. Never lose your values

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The greatness of a man is not in how much wealth he acquires, but in his integrity and his ability to affect those around him positively

Bob Marley



A vibrant, stylized tropical beach scene. In the foreground, several tall palm trees with green fronds are silhouetted against a bright blue sky. The middle ground features a clear blue ocean with white-capped waves breaking onto a sandy beach. A bright sun is visible on the horizon, casting a warm glow. The overall color palette is dominated by blues, greens, and yellows, creating a cheerful and inviting atmosphere.

**ASANTE SANA**

**"VALUES ARE LIKE FINGERPRINTS. NOBODY'S  
ARE THE SAME, BUT YOU LEAVE THEM ALL OVER  
EVERYTHING YOU DO."**

**ELVIS PRESLEY**

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