

# DEVELOPING ETHICAL LEADERS & CULTURES



## Beyond Compliance – Infusing Ethics Across the Organisation

A programme designed to enable senior leaders to instil ethical thinking and behaviours into their organisation. This results in a positively ethical culture that provides sustainability for the benefit of all stakeholders rather than just avoiding heavy fines and other punishment.

### Why the need for ethical leaders?

In our fast changing world, an overriding drive for performance efficiency, growth and shareholder or stakeholder value (the standard goals of most senior leadership teams) is not sustainable without providing safe-guards into the culture of the organisation. This will ensure that anything illegal or unethical is identified and rooted out regardless of where or how it manifests itself and that the organisation continues to be sustainable. Rules, processes and structures alone will never achieve this. It requires the creation and maintenance of an ethical culture<sup>1</sup>.

<sup>1</sup> Knights, J. (2016). Transpersonal leadership series - White paper one. Ethical Leadership: How to Become an Ethical Leader. Routledge. <http://bit.ly/WhitePaperEthical>

There is an increasing body of evidence that being an ethical company is financially beneficial.

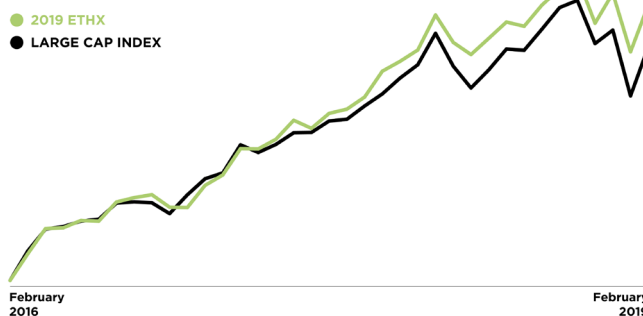
The financial returns from the World's Most Ethical Companies compared to the Large Cap Index shows they:

**OUT PERFORM the large cap sector by 10.5% over 3 years**

**ETHISPHERE**  
GOOD. SMART. BUSINESS. PROFIT.

**THREE-YEAR ETHICS PREMIUM: 10.5%**

Performance of the listed 2019 Honorees as compared to the Large Cap Index



Source: Ethisphere [www.worldsmoethicalcompanies.com](http://www.worldsmoethicalcompanies.com)

### HOW ETHICS IMPACT BUSINESS



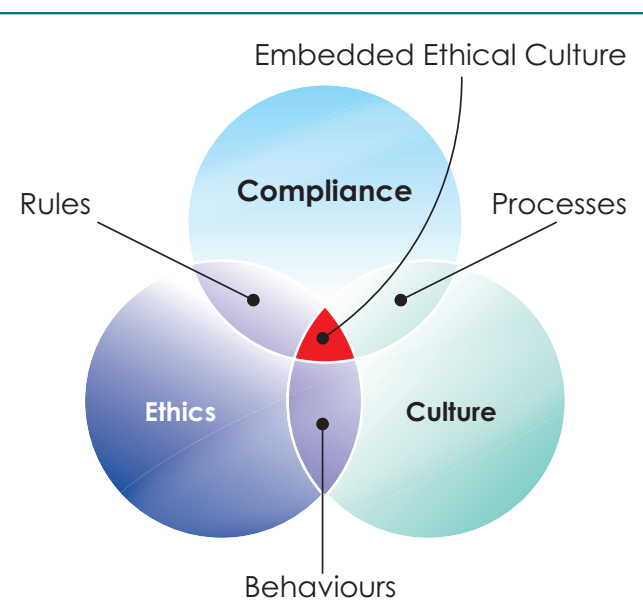
- BUILDS **TRUST & HONESTY**
- PROVIDES **SAFE & POSITIVE ENVIRONMENT**
- **ATTRACTS** AND RETAINS GOOD PEOPLE



- **SECURES** LONG TERM FUTURE OF BUSINESS
- ALIGNS PERSONAL & CORPORATE **VALUES**



- BUILDS **LOYAL** CUSTOMER BASE
- **SOUND** DECISION MAKING IN TIMES OF CHANGE



## How will the programme benefit you and your business?

An ethical culture will encourage trust from all stakeholders, improve the value of the brand, reduce risk, increase sustainability, and attract the best people. And it is for the greater good!

### Benefits to you

- Support you in aligning your purpose with that of the organisation.
- Provide you with the confidence and resilience to live your core values.
- Enable you to be radical and authentic in an empathic way.
- We will co-create with you the methodology to create an ethical culture.
- Provide you with the tools and behaviours to engage with and get buy-in for an ethical culture.
- Allow you to sleep at night.

### Benefits to your organisation

#### Provided by senior leaders involved in developing an ethical culture.

- Creates trust with all stakeholders to avoid misdeeds and commercial risk.
- Generates a safe environment for doing the right thing (reducing fear).
- Attracts and retains good people.
- Connects personal beliefs to the corporate behaviour.
- Secures a long term future as a business.
- Improved corporate image with its commercial advantages.

<sup>2</sup> Transpersonal leaders are radical, ethical, and authentic while emotionally intelligent and caring; creating performance-enhancing, sustainable cultures. Knights, J., Grant, D. and Young, G. (2018). **Leading Beyond The Ego: How to Become a Transpersonal Leader.** Routledge.

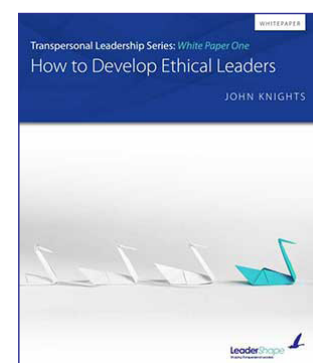
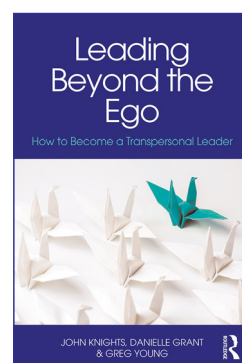
## What's the programme like?

The programme is based on the Transpersonal Leadership development journey<sup>2</sup>. Each element of the programme takes a group or team of leaders through a practical voyage of discovery and practice using state-of-the-art blended learning methods. This is supported by internationally acclaimed evidenced based research and grounded in neuroscience that links emotional intelligence, culture theory, decision-making, ethics, values and purpose. The 6 month programme includes:

### Key features

- A blended programme of masterclasses, ALIVE<sup>®</sup> online learning resources and work based learning that will include:
  - \* Diagnostic interviews
  - \* Emotional Intelligence, leadership styles and performance enhancing culture development
  - \* LeaderShape Online CultureShaper (LOCS)
  - \* Values, ethics, judgement & decision making
  - \* Leading beyond the ego
  - \* Instilling an Ethical Culture.
- 1:1 coaching.
- Action learning sets.
- Individual and group reaffirming LEIPA<sup>®</sup> 360 and 8ICOL<sup>®</sup>.

The format and length of the programme is flexible depending on logistics, timing and budget.



For more information on our Developing Ethical Leaders programme, contact us today on +44 (0) 7831 818339 or email [transpersonal@leadershapeglobal.com](mailto:transpersonal@leadershapeglobal.com)