



## Effective Leadership

### **Behind every effective team is an effective leader, but what makes an effective leader?**

Leaders know what they value. They also recognise the importance of ethical behavior. The best leaders exhibit both their values and their ethics in their leadership style and actions. Our leadership ethics and values should be visible because we live them every single day through our actions.

If leaders never identify their values in the workplace, then mistrust is understandable because people don't know what they can expect. If leaders have identified and shared their values and they demonstrate those values daily, they will create trust. To say one thing and to do another will damage trust - possibly forever. Workplace ethics take the same route. If the organisation has a code of conduct and ethical expectations, but the leader fails to follow that code, they risk losing the confidence of other members of the organisation. Leaders that exhibit ethical behavior have a powerful influence on the actions of others.

### LEADERSHIP VALUES

Values are those things that really matter to each of us - the ideas and beliefs we hold as special. Caring for others, for example, is a value; so is the freedom to express our opinions. The following are examples of values. You might use these as the starting point for discussing values within your workplace:

- ★ ambition
- ★ equality
- ★ integrity
- ★ responsibility
- ★ respect
- ★ diversity
- ★ enjoyment/fun
- ★ loyalty
- ★ credibility
- ★ honesty
- ★ innovativeness
- ★ teamwork
- ★ accountability
- ★ collaboration
- ★ empathy

- ★ compassion
- ★ friendliness
- ★ discipline/order
- ★ optimism
- ★ dependability
- ★ flexibility

As a leader, choose the values and the ethics that are most important to you - the values and ethics you believe in and that define your character. Then live them visibly every day at work. Living your values is one of the most powerful tools available to you to help you lead and influence others.

### ETHICAL BEHAVIOUR

Ethical behavior refers to conduct that is beyond reproach and is in accordance to the standards of a society or organisation. Ethical behaviour is characterised by honesty, fairness and equity in interpersonal and professional relationships. Ethical behaviour respects the dignity, diversity and rights of individuals and groups of people.

Ethical behavior in the workplace isn't a myth; the capacity to practice honesty, respect, responsibility, fairness, and compassion has existed in each of us since we were taught these values in kindergarten. Tap into those memories to be on your way to becoming the best person you can be in your workplace.

*"Have the courage to say no. Have the courage to face the truth. Do the right thing because it is right. These are the magic keys to living your life with integrity."*

- W. Clement Stone

### **Ethical people are:**

- Open
- Honest
- Respectful
- Fair
- Compassionate
- Accountable
- Objective

### **Think about...**

- Giving reasons for decisions and communicating clearly.
- Following policies and procedures and codes of conduct.
- Demonstrating fairness to all.

