



Practical Application:
Applying the Highest Ethics in Our Agencies
2014 Virginia CSA Conference Breakout Session

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Author of 7 Lenses

LeadinginContext.com

Why Does Ethics Matter?

Stewardship
Oversight
Support
Service
Care
Better Lives



*Our Constituents Matter.
We must each do as much as we can to protect them.*

Taking Responsibility Protects All Of Us

Individual responsibility

Shared responsibility

Commitment to living our shared values

Staying ethically competent

Staying open to learning

Working together **for good.**

Taking responsibility for ethics together.

Living up to our shared values.

What is Ethics?

Ethics is not about problems.

Ethics is about doing good.

Ethics is a responsibility.

Ethics is personal.

Ethics is more than following laws.

Ethics is multidimensional.

Ethics is an opportunity.

Ethics is us.

Ethics is working individually and collectively for good.

Doing Good **Without Doing Harm**

In Multiple Dimensions

Personal

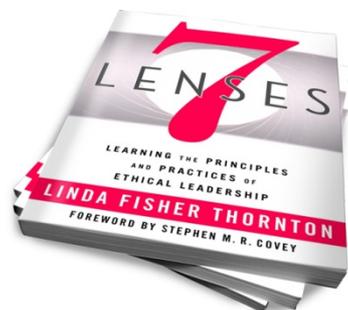
Honesty, Integrity, Character, Moral Awareness

Interpersonal

Service, Respect, Care, Mutual Benefit

Societal

Long-Term Well-Being of Community, Society, Planet



Linda Fisher Thornton

Author of *7 Lenses: Learning the Principles and Practices of Ethical Leadership*

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What Do Ethical Choices Look Like?

Personal

*Demonstrating Honesty, Integrity, Character,
Moral Awareness*

Interpersonal

*Demonstrating Service, Respect, Care,
Seeking Mutual Benefit*

Societal

*Supporting the Long-Term Well-Being of Community,
Society and Planet*

From Thornton's Book 7 Lenses

What Does Ethical Practice Look Like in Our Agencies?



When we go above and beyond the minimum standards to help others



When we think long term about the decisions we're about to make



When we protect public funds and use them in ethical ways toward our mission



When we balance our good intentions with careful thinking about the impact of our choices

CASE STUDIES: THE EFFECT OF ONE DECISION

“STAYING CURRENT AND COMPETENT” DISCUSSION QUESTIONS

1. How should we be gathering and using information about which services are most effective for children and families?
2. How important is it that we read widely and stay aware of emerging knowledge and developments that impact our work?
3. What can happen to our ethics if we are not open to learning?
4. How can we be sure we are holding our services providers accountable for meeting the same high standards that we expect of ourselves?

“SAFETY FENCE DILEMMA” DISCUSSION QUESTIONS

1. Is this the kind of project that CSA was designed for or is it more of a community responsibility?
2. This purchase may be allowed, but would it be appropriate and ethical?
3. What are the possible long-term implications (the ripple effect of this decision) both positive and negative?
4. Will you fund this project or not?

“PRESSURE TO SIGN” DISCUSSION QUESTIONS

1. What is your ethical responsibility as someone who upholds the values of a family-supported, strengths-based approach?
2. How could you, in a polite and non-confrontational way, ask the case manager to share the responsibility for upholding those values for every family?
3. What could be the benefits to the team and the family of taking a more careful and positive look at how to help?
4. Describe how you think the next team meeting with this case manager will go. Will there be a stronger commitment to uphold shared ethical values?



Ethics is Us...

At Our Best

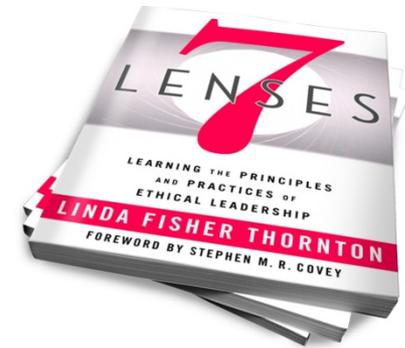
Applying the Highest Ethics in Our Agencies

Discussion

- 1. How can “working for the good” every day benefit everyone involved?**
- 2. What should we do differently as a result of what we learned today about ethical practice?**
- 3. How will we bring what we learned today to life in our day-to-day work?**

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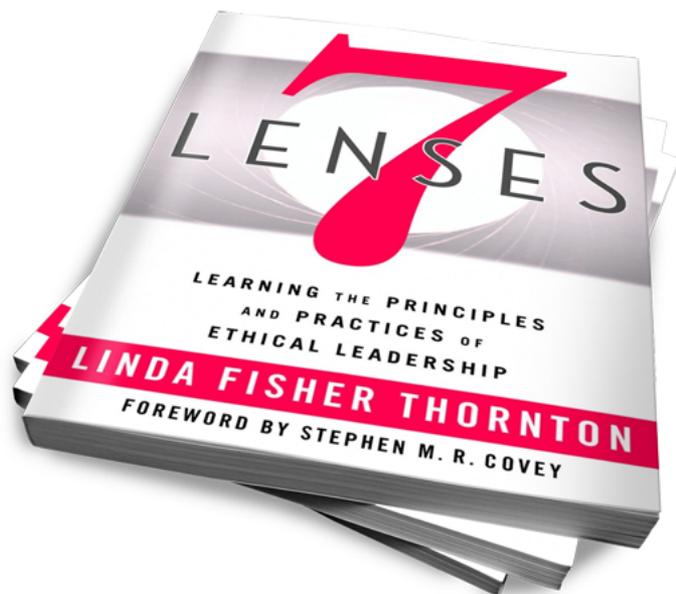
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Unleash the Positive Power of Ethical Leadership™

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7 Lenses



*A clear guide to the
proactive ethical leadership
that transforms
leaders and organizations*

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