



# Cultivating Ethical and Responsible Leadership

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**Leadership**

**Responsible**

**Ethical**

**Cultivating**

**How  
WE**

**can Cultivate  
Ethical and Responsible  
Leadership**



**Leadership**

**Responsible**

**Ethical**

**Cultivating**

Developing an  
independent and  
inter-connected  
sustainable capacity  
to flourish,



Leadership

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*"A responsible leader*  
demonstrates a deep  
understanding of the  
**interdependencies of the**  
**system and the own person,**

(Liechti, A. 2014).





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*"A responsible leader demonstrates a deep understanding of the **interdependencies of the system** and the **own person**, is distinguished by an **ethical and values-based** attitude, and able to build long-term **relations with different stakeholders** embracing their needs, while **initiating change towards sustainable development.**"*

*"A responsible leader demonstrates the following **competency dimensions**:*

- Systems thinking
- Self-awareness
- Ethics and values orientation
- Stakeholder relations
- Sustainable change and innovation

(Adapted from Liechti, A.

2014)

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Are you and I responsible for:

- world hunger?
- child abuse?
- violence?
- racism?
- or any other such atrocities?

Are we able to respond?

If YES,

then we are **response-able!**



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**Ethics**

Social system /  
rules of conduct

**vs.**

**Morals**

Individual  
principles  
pertaining to  
right and wrong



Leadership

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Responsible  
and  
Ethical  
Leadership

Why would anyone bother?

- Can I actually do it?
- What's in it for me?





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# How We Can Cultivate Ethical & Responsible Leadership...

- Inspire a shared **vision**
- Craft a clear **strategy**
- **Model** the way
- **Challenge** the process
- **Enable** others to act
- **Encourage** the heart
- Maintain **accountability**



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# Inspire a shared vision

- Create a vision story that helps people see and practically understand the ethical framework in the context of their role and area of work





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# Craft a clear strategy

- Create a strategy with SMART actions and objectives:
  - **Who**
  - will do **what**
  - by **when**
  - so that (**why**) what will be achieved?...
- Communicate, discuss and co-create expected roles and contributions

• Inspire a shared vision



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# Model the way

- Personally and practically demonstrate living the ethical and responsible way
- Nothing speaks louder than our action

- Inspire a shared vision
- Craft a clear strategy





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# Challenge the process

- Interrogate the thinking and application
  - Seek to understand and demonstrate the return on effort
  - Innovate ways to create value from ethical and responsible behaviour and methods
- Inspire a shared vision
  - Craft a clear strategy
  - Model the way

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# Enable others to act

- Encourage, support and recognise *independent sustainable capacity* in others that are in action of the desired outcomes
  - Coaching more, directing less – towards systematically suspending control
- Inspire a shared vision
  - Craft a clear strategy
  - Model the way
  - Challenge the process



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# Encourage the heart

- Demonstrate **genuine care** for the efforts of your people and those around you
  - Create a **compelling and enabling context** for people to feel appreciated, and feel like contributing extra
- **Inspire a shared vision**
  - **Craft a clear strategy**
  - **Model the way**
  - **Challenge the process**
  - **Enable others to act**

Leadership

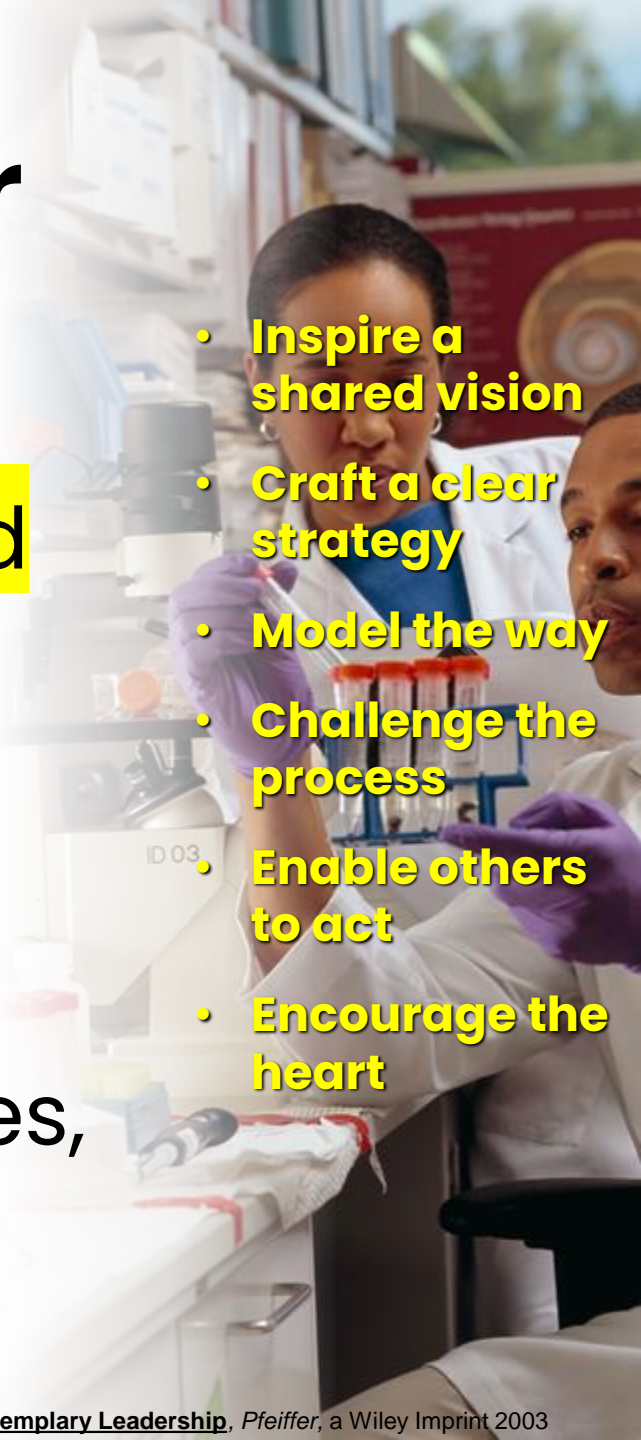
Responsible

Ethical

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# Maintain regular accountability

- Regular feedback and discussion of efforts and results
- All are clear on how they are doing with process and outcomes, and know what to do better

- 
- Inspire a shared vision
  - Craft a clear strategy
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**What** will **YOU** do

By **when**

**So that**

you can contribute  
positively towards

Cultivating

Ethical and

Responsible

Leadership ?



# Assisting you with a process and structure for **Cultivating Ethical and Responsible Leadership**



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