

Creating Ethical Organizations

Program Description

Whether in the public, nonprofit, or corporate sector, organizations exert powerful influences on those who work within them and those whom they serve. It is easy to identify unethical organizations, those brought down by dishonesty, deception, greed, or corruption. It's more challenging, though, to identify the building blocks of ethical organizations and to benchmark where any given organization is on the continuum between greatness and disaster.

This workshop examines the roles that leadership, culture, mission, and policies play in inviting or inhibiting organizational and individual integrity. Participants will use cases to examine the ethical health of an organization and to design strategies for improving the ethical climate in various types of settings.

Learning Objectives

At the conclusion of the workshop, participants will be familiar with:

1. Research on the effect of leadership and leaders on ethical organizations;
2. Research on the roles that corporate culture, norms, mission and policies play in enhancing or inhibiting ethics;
3. Kidder's paradigm for classifying dilemmas, as applied to organizational matters;
4. Strategies for evaluating the health of an organization's ethical climate;
5. The link between moral courage and organizational ethics;
6. Resources for support and continuing education in organizational ethics.

Alternative Description

The daily news is filled with stories of organizations turned upside down by scandals of one sort or another. What lessons must be learned, after the headlines fade, to assure that other corporations, agencies, and departments avoid a similar fate? Is it simply a matter of tossing out a few bad apples or selecting a leader with integrity? If so, why are some organizations prone to ethical lapses despite repeated changes in management, finances, social conditions, or quality assurance efforts?

This workshop examines the signs and symptoms of ethically-troubled organizations and offers strategies for creating principled organizations and preventing or recovering from ethical misconduct.

Alternative Learning Objectives

Upon completion of this workshop, participants should be able to:

1. Explain the symptoms of collective ethical lapses;
2. Describe "Paths to scandal;"
3. Assess an organization's ethical culture;
4. Explain policy, process, and personnel strategies for enhancing organizational ethics;
5. Apply course concepts to case examples.

Target Audience

Clinicians, case managers, social workers, counselors, psychiatrists, psychologists, educators, advocates, health and human service practitioners.

Contact Hours

4-6 hours. Longer sessions allow for greater depth and discussion.

(Check with presenter on participant limit)

Program Agenda

Available upon request.

Faculty

Dr. Kim Strom is the Smith P. Theimann, Jr. Distinguished Professor of Ethics and Professional Practice at the UNC-Chapel Hill School of Social Work. Dr. Strom teaches in the areas of direct practice, education, and human resource management. Her scholarly interests involve ethics, moral courage, and social work education. She is the former chair of the National Association of Social Workers' National Committee on Inquiry and is active in training, consultation and research on ethics and social work practice. She has written over 60 articles, monographs and chapters on ethics and practice. She is the author of *Straight Talk about Professional Ethics* and *The Ethics of Practice with Minors: High Stakes and Hard Choices* and the forthcoming text *Cultivating Courage*. Dr. Strom-Gottfried is also the co-author of the texts *Best of Boards*, *Direct Social Work Practice* and *Teaching Social Work Values and Ethics: A Curriculum Resource*. Dr. Strom also held an appointment as the UNC Institute for the Arts and Humanities Associate Director for the Academic Leadership Program, which helps prepare and support the next generation of academic leaders. Currently, she serves as Principal Investigator of the UNC School of Social Work behavioral healthcare contract, and has been recently appointed by the chancellor to serve as Director of the UNC - Chapel Hill Office of Ethics Education and Policy Management.