Leadership Development Series: Understanding Integrity and Civility

Session One
August 24, 2016
Objectives of the Webinar Series

• How to discern the duties of integrity and civility
• How to balance multiple duties
• How to avoid ethical deflection by hidden self-interest
• How to manage public confrontation through the practice of integrity and civility
• How to take risks to fulfill the duties of integrity
Question

Why is Integrity Important?
What is Your Definition of Integrity
Integrity Definitions

• Keeping your moral compass on true north
  • prone to deflection

• To thine own self be true
  • individual not the center of moral universe

• Doing what your gut tells you
  • intuition and feelings not reliable foundation of decision-making

• Doing what you honestly believe
  • beliefs prone to boisterous assertion

• Golden Rule
  • prone to self-interested interpretation
“Right” and “Right”

- Integrity usually requires the balancing of competing duties, not a decision between right and wrong.
What is a tough dilemma you’ve faced or are now facing?
Duty

- Fulfilling a reasonable expectation of another person or community of persons.
The duty of truthfulness applies in any situation in which a person (or community of persons) has a reasonable expectation of truthfulness from another.
The duty of loyalty applies in any situation in which a person (or community of persons) has a reasonable expectation of loyalty from another.
Duty of Community

• The duty of community is created from the reasonable expectation that all of us have of each other to preserve trust in our common institutions.
Can You Name Other Duties?
Discernment

- A deliberative process in which all applicable right things, or duties, are identified.
What is Your Definition of Civility?
Duty of Civility

• Civility is the gesture we make to demonstrate our willingness to interact with others for mutual well being and the common good.
Integrity Concept Review

- integrity as a “practice”
- duty = fulfillment of reasonable expectation
- Examples of duties
- Integrity is the balancing of right and right, not right vs. wrong.”
- Civility = gestures we make to show others our commitment to the common good.
Ethics and Integrity

- Ethics: A regime of compliance
- Integrity: A culture of values
Agenda for next webinar

• Review of the elements of Integrity practice
• How to discern duty
• Are some duties larger than others?
• Practice in the balancing of multiple duties
Private Study

• Think of a scenario from your own experience:
  – discern the rights or duties involved.
  – Is there more than one?
  – How would you balance the duties?
Stuart H. Brody

• Integrity Intensive: a workshop on leadership for business and government leaders
• www.integrityintensive.com
• Contact at 518 788 7822
• sbrody@integrityintensive.com