

**L.E.A.D. with Integrity**  
 Promoting a Culture of Ethical Conduct

**How do you turn a Code of Conduct into a living, breathing part of your organization?  
 Enlist the active, committed involvement of every leader!**

**About the Program:**

***L.E.A.D. with Integrity*** helps managers and supervisors step up to the daily task of promoting ethical conduct and ensuring compliance. Using the L.E.A.D. model (**L**isten and watch for what matters most; **E**ncourage openness and honesty; **A**nalyze each situation and take appropriate action; **D**emonstrate consistent fairness and respect), your managers, directors, supervisors and team leaders will develop the skills needed to foster, influence and sustain a culture of ethics and compliance.

**After completing the Workshop, participants will be able to:**

- Demonstrate personal commitment to their organization’s culture of integrity
- Describe the key elements and functions of their organization’s ethics and compliance program
- Communicate standards of conduct to employees
- Recognize, reinforce and model ethical and compliant behavior
- Use the L.E.A.D. model to respond appropriately to “integrity moments”

**Six real-world video vignettes focus on the most common opportunities and challenges leaders face in supporting a culture of ethics and compliance within their organizations:**

- Dealing with the consequences of asking an employee to lie for you
- Firing a high-performing employee for policy violation
- Ensuring employees feel comfortable voicing concerns without fear of reprisal
- Holding a peer manager accountable to a non-retaliation policy
- Taking responsibility and making time to guide ethical behavior when faced with competing priorities
- Promoting the value of mandatory training and reinforcing consistent ethical behavior

**The L.E.A.D. Model**

Listen & watch for what matters most

Encourage openness & honesty

Analyze each situation & take appropriate action

Demonstrate consistent fairness & respect

**Target Audience:** Supervisors and Managers – anyone with leadership responsibilities

**Course Length:** two-hour workshop with additional supplementary options for increased application