

RED ZONE  
LEADERSHIP

National Conference of State Legislatures  
Emerging Leaders

# Leadership and Ethics

# My Background

- Naval Academy 1988
- Served on USS Frederick LST - 1184
- Desert Storm
- Pentagon – Foreign Liaison
- VP at a Biotech Company
- MBA - Emory's Goizueta Business School

Where do we get our Ethical  
Foundation?

UNITED STATES



NAVAL ACADEMY

# U.S. Naval Academy Honor Concept

- *"Midshipmen are persons of integrity: They stand for that which is right.*
- *They tell the truth and ensure that the full truth is known. **They do not lie.***
- *They embrace fairness in all actions. They ensure that work submitted as their own is their own, and that assistance received from any source is authorized and properly documented. **They do not cheat.***
- *They respect the property of others and ensure that others are able to benefit from the use of their own property. **They do not steal."***

How do we define Leadership?

# Leadership

- You must have a defined mission
- You must give your people the tools to accomplish that mission
- You must show your people that YOU care
  - Your people don't care what you know until they know that you care



# What Makes Someone an Effective Leader?

- Personal Attributes
- Specific Behaviors

# What are people looking for in a leader?

- Integrity
- Personal Development

# Leadership

- Set Expectations
- Inspect what you expect
- You get exactly what you tolerate

# Lateral Leadership

- I Leader, you Follower
- Networking
- Persuasion and negotiation
- Consultation
- Coalition Building

# Ethical Leadership

- Define Your Values
- Set the Tone
- Recognize Ethical Dilemmas
- When in Doubt

# Making Ethical Decisions

- **Stop and think**
- **Clarify goals - Genzyme**
- **Determine facts**
- **Develop options**
- **Consider consequences**
- **Choose**
- **Monitor and modify**

# Case Study – Giving Chase

# Summary of Leadership and Ethics



# High Level Takeaways on Leadership

- Set a Goal
- Make sure the people in your charge have the tools and ability to complete the task
- Show your people that you care

# High Level Takeaways on Ethical Leadership

- Define Your Values
- Set the Example
- Recognize an Ethical Dilemma
- Have a process to handle ethical dilemmas