

# PMI Tour Cono Sur



TOUR CONO SUR



# Professional Ethics and Social Responsibility

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# PMI Code of Ethics and Professional Conduct

## Foundation Values that lead to Trust

- Responsibility
- Respect
- Fairness
- Honesty



# M o r a l s \ / a l u e s

C o r e b e l i e f s o r d e s i r e s t h a t g u i d e o r  
m o t i v a t e a t t i t u d e s a n d a c t i o n s . O u r  
m o r a l s \ / a l u e s w i l l o r s h o u l d d e t e r m i n e  
h o w w e w i l l b e h a v e i n c e r t a i n s i t u a t i o n s .

- R e s p o n s i b i l i t y
- R e s p e c t
- F a i r n e s s
- H o n e s t y

# E t h i c s

Standards of conduct that indicate how one **should behave** based on moral duties, virtues, and values which themselves are derived from principles of right and wrong.

Simply put: Ethics involves learning what is right or wrong, and then **doing** the right

# Morals / Values vs. Ethics

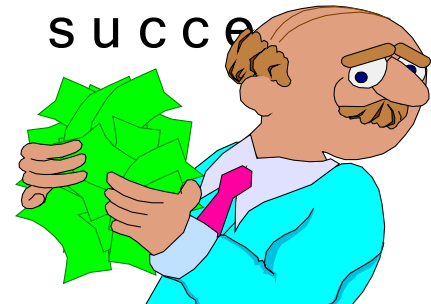
These terms are not interchangeable.

**Ethics** is concerned with how a person **actually** behaves. It is about conduct.

**Morals / Values** relate to how a person **should** behave.

# Importance of Ethics

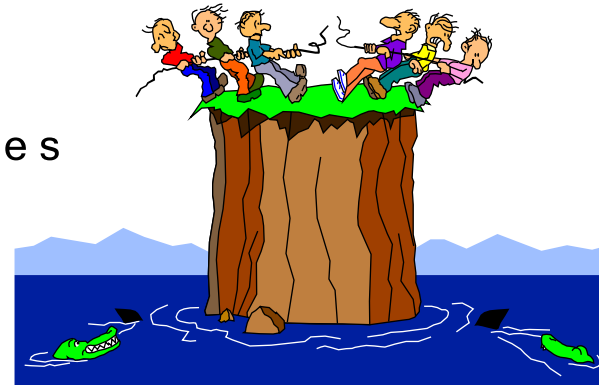
- Stakeholders (customers, employees, social responsibility )
- Retention of high quality employees
- Respected leaders believe ethical conduct is a requirement for long term success
- Media exposure
- Bribery, gifts, and kickback



(L Trevino & K Nelson, 2007 )

# Ethical Issues are Seldom Black and White

- **C o n f l i c t i n g   d e m a n d s :**
  - L o y a l t y   t o   c o m p a n y   a n d   c o l l e a g u e s
  - C o n c e r n   f o r   p u b l i c   w e l f a r e
  - P e r s o n a l   g a i n ,   a m b i t i o n



- **E t h i c a l   s t a n d a r d s   a r e   u s u a l l y   r e l a t i v e**  
**a n d   p e r s o n a l ,   t h e r e   i s   s e l d o m   a n**  
**a b s o l u t e   s t a n d a r d**

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- I've Got It Coming (I Deserve It)

(M Josephson, 2002)

# Five Warning Signs Ethical Collapse

- Surround yourself with subordinates who are young, inexperienced, enthralled with power and deep in debt
- Send a clear message that you expect results at any cost
- Be certain the CEO is tyrannical and prone to anger
- When an employee's public statements bring criticism to the company, cut the employee loose
- When an ethical lapse is discovered, never admit anything. Conceal, spin and gloss

# Managing Ethics in the Workplace

- It is a process
- Accomplish preferred behaviors
- Avoid ethical dilemmas
- Conflict of interest
- Make ethics decisions in groups
- Transparency
- Integrate ethics management with other management practices
- Use cross-functional teams
- Trying to operate ethically and making a few mistakes is better than NOT trying at all

(C McNamara, 2008)

# Sorting Through Ethical Dilemmas

## ASK:

- Which ethical values are involved?
- Are ethical values in conflict?
- What are the facts?
- What are the options?
- What decision best reflects your responsibility to serve the public as a whole?
- What decision will best promote public confidence in your agency and your leadership?

# Path To Better Decisions

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



# Traits of an Ethical Person

- Trustworthiness
  - Honesty
  - Integrity
  - Reliability
  - Loyalty
- Fairness
- Respect for others
- Justice
- Wisdom and Prudence



# THE BOTTOM LINE

*“The ultimate answer to ethical problems in government is honest people in a good ethical environment. No web of statute or regulation, however intricately conceived, can hope to deal with the myriad possible challenges to a (person’s) integrity or his devotion to the public interest.”*

*John. F. Kennedy, Message to Congress on April 27, 1961*

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