Values and Ethics: Connecting Organizational and Individual Values in the Workplace

Course outline

Provided by: Performance Management Consultants – PMC Training

Reference no.	266-26
Duration	2.00 day(s) | 12:00 hours [1]
Website link	https://pmctraining.com/training/values-and-ethics-connecting-organizational-and-individual-values-in-the-workplace/

Creating a Framework for Navigating Ethical Dilemmas

Values and ethics are part of our daily decisions and choices at work. Yet, how often do we take the time to consider these in a meaningful way? Studies show that a strong ethical workplace culture creates a high performing organization, where employees are motivated and engaged, and where leadership is clear and aligned. With 67% of working Canadians not fully engaged in their work, this course aims to explore the connection between individual and organizational values, and employee engagement levels within the workplace.

This 2-day course begins with a self-assessment into existing values, and how these might be demonstrated within the workplace. Values will also be considered in the context of the organization as a whole, and how personal and organizational values can be aligned. Real-life ethical dilemmas and solutions will be explored, key research results will be discussed, and tools and practical information will be provided as participants identify their own ethical boundaries, and practice how to navigate these in situations where there may be a conflict.

Learning outcomes

At the end of this workshop, you will be able to:

- Develop a personal values framework
- Consider how personal values intersect and are influenced by culture, upbringing, organizational setting and societal contexts
- Consider areas of compatibility and areas of conflict between contexts and how to evaluate and respond to these

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[1] *The course hours reflect teaching time that often correlate with continuing education credits (CEC) or professional development units (PDU). Please check with your profession's governing body, as there is no universal approach.*

- Develop coping strategies, methods, tools and practices to deal with any values conflicts which can arise in the work setting
- Recognize that clarifying one's values in the context of the organization is essential to managing oneself and crucial to effectiveness in any organizational setting and situation
- Understand and apply principles of Emotional and Relationship Intelligence to take responsibility for oneself and to help bring out the best in others

When attended as an intact team, this workshop can help achieve a high level of functioning, internal cohesion and harmony even though external stresses may prevail, including conflicting expectations and differing values.

Workshop topics

Part 1: Values, Vision and Self-Leadership

"The human being needs a framework of values, a philosophy of life…to live by in about the same sense that he needs sunlight, calcium, love." Abraham Maslow

Personal effectiveness begins with self-knowledge. Defining your own values, clarifying your strengths and understanding the reasons behind your actions, is essential for purposeful impact and meaningful work. A well considered personal values framework forms the basis by which managers make decisions; employees assess ethical dilemmas and where organizational values are put into practice. Self-knowledge enables personal growth, clarifies potential and contributes to the collaboration of a high performing team.

Topics include:
- Developing a personal values framework
- Clarifying how context influences decision-making
- Considering generational and cultural differences
- Defining personal accountability
- Practicing emotional and relational intelligence
- Understanding and appreciating others' value systems

Part 2: Organizational Alignment

"Values are the soul of the organization." William D. Hitt

Finding harmony between organizational and employee values can lead to great rewards. Participants are invited to consider their own and their organizational values in the broader global context of a dynamically changing world. A framework for navigating ethical dilemmas will also be explored.

Topics include:
- Clarifying organizational values

- Appreciating and clarifying changing societal values
- Clarifying the Values and Ethics Code for the Public Sector
- Navigating ethical dilemmas

Prerequisites

There are no prerequisites for this course.

Who should attend this course?

Managers, leaders, professionals; anyone responsible for making decisions whether on behalf of a team or with regard to one's own professional contribution to the workplace.