

CHALLENGES OF ETHICAL LEADERSHIP

As a business grows, it presents new challenges to management. It is possible during this time to lose sight of the company values and even close supervision of employees. Solving these problems saves your reputation with the public and stakeholders. Ethical dilemmas in business exist and requires thoughtful planning for them ahead of time. Some of the most common challenges faced include:

Maintaining Consistency

The world is fast-changing and so does business. It is therefore a major challenge to businesses to consistently adhere to the business rules previously set. Acknowledging your ethical standards and being faithful to your core business values inspires employees. You in return get respect and cooperation as employees feel secure around you.

Establishing Policies

Because of complexity of ethical issues and problems, clear policies in the form of mission statements, rules, regulations, and practices are required. Employees must be made aware of these policies right from day one. They should be written down in the simplest language possible that is easy to understand and free of exploitable loopholes.

Moral Gray Areas

A moral Gray Area is when ethical standards do not clearly differentiate between right and wrong in a given situation. Due to this lack of clarity, doing the right thing could be less beneficial. Employees and management are in dilemma and fear the consequence of one decision over the other.

Building an Atmosphere

The working environment is important as it directly affects productivity and quality of work. Harsh and unfriendly environments promote fear. A working environment must be all-inclusive, championing for freedom of speech while maintaining professionalism. Building a friendly working relationship makes it easier to solve problems and delegate duties. Employees also feel part of the company when they can freely express themselves on matters affecting them.