**ETHICAL LEADERSHIP AND GRAPEVINES.**

Ethics is the discipline that one has morally to be able to determine what is good and bad. It can be applied in various dimensions of life such as the personal, social, and political environment. It is based on various sources of authority which include religion, traditions, and cultural beliefs.

Whereas Ethical leadership is whereby you lead others by doing what is right and by making the right decisions based on the values which are honesty, fairness, trust, and accountability hence these values form the core of ethical leadership.

Ethical value is where people behave according to certain moralities and values through their actions and this includes how they communicate, make decisions, and even their moral values as stated (Aquino, K. and A.Reed II: 2002, ‘The Self-Importance of Moral Identity’, Journal of Personal and Social Psychology 83(6), 1423-1440). This, therefore, shows that ethical leadership goes a long way because it is used in different organizations such as Banks, hospitals, and even when running your own business.

 This, therefore, raises the importance of Ethical values and leadership. This also comes when the style of leadership of employees is questioned hence making the public trust to be truncated (Ashforth and Saks 2000). Ethics is important because it will help us how to reach our goals as long as they are legal and accepted by law it will also help in how somebody conducts him or herself but some people might think that it is a way of punishing themselves by behaving right.

**Reasons For Ethical Leadership**

Why should we have ethical leadership?

For one to be an effective leader, it requires you to perfect your skills in forthcoming situations and demands that are needed. Some employees require proper supervision and training to reach their maximum potential while some might perform very well without the training and in hard times they might require assurance about their roles and long-term goals.

There are leadership qualities that make one govern a people in the right manner and have better managing skills. These qualities are a must because they will enable leaders to build good relationships with employees and team members.

* **Accountability**

It is important because it helps in the process of accountability whereby one will take responsibility for his or her actions, especially in a company set up or even a company a will give an assertion to their clients that if anything goes wrong they will take accountability. Leaders take responsible for their team members and guide them by achieving certain goals.

 When some goals of the company are not met, leaders take responsibility because they are the ones in charge, they then show their team members ways how to achieve the goal and how to go about hence taking ownership of their role. The most effective leaders do not criticize or punish the employees for not reaching the expected goal but help them focus on the job expectation and their roles.

* **Lead change**

This is a way of making new changes and transitioning to new approaches. If there is a change in a company it will impact every employee working for the company and they will need training for them to adapt to the changes introduced. (Adler P. S., Kwon S. W. (2002). Social capital: Prospects for a new concept. *Academy of Management Review*, 27, 17–40).

For change management to take place properly it also requires leaders to get involved and adapt to it. An instance is where a company is trying to introduce a method of working from home and definitely, there would be challenges because not everyone was used to working virtually, and lead change is not just focused on how to equip employees to work virtually but it is focused on how employees embrace change and adapt to the changes made.

* **Good communication**

Communication is the act of exchanging ideas, information, feelings, and emotions either verbally through text messages or in any other way.

Leaders have a role of being good communicators because the employees around them look up to them and when a leader does not have good communication skills, they cannot be heard or understood by the employees. Hence it requires leaders and employees to have good communication skills.

For you to bind your group together you need to have trust between you and the employees. Leaders have a role and responsibility to communicate effectively and to lay out the roles of the employees when working on a project hence promoting trust among them.

Accepting positive criticism will help leaders to work on themselves especially if there was a place they were not doing well. They also have to give constant feedback to the employees to improve their skills and efficiency.

* **Development of Teamwork**

Teamwork is whereby people come together for the achievement of a certain goal. It includes the strength, and weaknesses of different people, for a team to be efficient it needs more than two members. Working as a team cannot be easy as people may think because people reason differently and make decisions based on different factors which include their emotional intelligence.

As it said a problem shared is a problem solved, for a salesman to thrive he will need the use of teamwork whereby somebody will market his product to get sales. It will also maximize the knowledge of the product.

Tasks will be completed in time due to teamwork and this will enhance efficiency. Through working together employees will be able to know their strengths and weakness of themselves and this will give them an easy time by organizing themselves appropriately.

* **Source of motivation**

Motivation is the energy that pushes people to work. Leaders or managers have a role to motivate the employees because by this the employees feel involved (Bono, J. E., & Judge, T. A. (2003) and have the zeal to perform their duties which benefits the organization as we are told.

Good motivation boosts the productivity of the employees where everyone would want to reach their expected targets which will produce good benefits to the company such as competitive bazaars and an increase in sales.

When people are motivated at their workplaces, they tend to be creative and give out good decisions which in the end will help in the growth of the company. This will benefit leadership because it will encourage more modernization and adjust to change.

* **Better organizational structure**

An organizational structure is how a company is set up which includes different departments and job descriptions.

The job description is important because it outlines the responsibilities of an employee or a team member, they make an employee maximize the use of their talents and make clear their roles which later helps in safeguarding assets.

Organizational structures are important because they aid in the proper decision-making process of a company by giving out different roles to different employees hence making decision-making quicker.

**Elements of Ethical Leadership**

1. **Justice**

To be fair means to treat everyone in a fair and just manner there should be no favoritism and indecent behaviors should not be allowed everyone should be given an equal opportunity. Actions that may seem to cause harm to others should not be condemned.

1. **Honesty**

Honesty is the value of being truthful and not engaging in any lies. This means that leaders should be committed to stating facts as they are without hiding anything and communicating honestly.

1. **Integrity**

Integrity is the act of being honest and having some principles which will not make you change a piece of certain information that you gave. Leaders, therefore, have a role of showing integrity in their actions, words, and dealings. One has to walk the talk.

1. **Respect**

This is engaging with someone and showing care for their well-being and how they feel. As it is said, respect is two-way traffic and leaders ought to show their employees respect however their job title.

1. **Responsibility.**

Responsibility is the act of taking charge of your actions or even embracing the duties that come with it. Whether an employee or a leader, you should be responsible for your actions and take responsibility.

**How to Become an Ethical Leader**

* **Put others first**

Ethical leadership requires you to always put others first and yourself last because you as the leader are in charge of the rest. You can always judge the character of a leader by how he treats those who can do nothing for him. Employees appreciate those leaders who accept they have failed and admit it.

* **Be authentic about the future of business and the direction it takes**

Employees deserve to know the state of your business, whether it’s thriving or it is on the verge of collapsing. This will help them know the impact that they are going to bring to your company hence making them know both the positive and negative sides of your business.

* **Communicate desired behaviors and cultivate external awareness**

You should make sure that you practice the behaviors that you want in your company to make it easier for the employees to follow in your footsteps.

External awareness is the ability to think beyond our personal space. We should deal fairly with our employees, motivate them and deal ethically with our suppliers.

* **Define your values**

Culture and work are one of the biggest problems faced because what was considered true and right is now something that has to be debatable so it makes leaders who believe in values have a hard time in their environment of work. But at the end of it all, you should treat others how you want to b treated.

* **Find your role model**

Conduct a study of your role models, their careers, and how they overcame certain challenges in their field of work, and learn from their mistakes and emulate their steps and experiences to influence you to lead ethically.

* **Hire people with similar values**

You should be able to establish common ground with your workers' companies should not only hire people with experience but at least hire those who align with the values of the company. This value should be applicable when choosing suppliers, consultants, and business partners.

* **Learn to be calm and reserved**

There is a certain way and professionalism in how employees expect their leaders to behave and handle situations. Many employees like a leader who they can make fun with during tea breaks this means that a leader should have a healthy and friendly relationship with their employees because everyone will enjoy working in a less formal environment.

* **Teach your employees to accept criticism positively**

In some cases employees do not conduct their duties well maybe due to lack of motivation or probably the employee is going through something personal which reduces productivity. If an employee does not deliver, he or she should feel bad when reprimanded they should understand that their leader is not pleased with the kind of work they do and not with them.

* **Reward your employees**

A good ethical leader should monitor how the employees conduct themselves and justly elevate those who put more effort into their work. If an employee works overtime, they should be rewarded with a raise or a promotion if not the employee will lose motivation and will consider the company to be unfair.

* **Organize physical meetings with employees.**

Managers should have a role of paying attention to every employee some of them only want to hear what the senior employees have to say and disregard the juniors and that should not be the case because, in the end, they will lose motivation. A good ethical leader should concentrate on both sides to prevent members from feeling abandoned). Brown, M. E., & Mitchell, M. S. (2010).

**How Ethical Leadership Affects an Organization.**

* **Better morale**

Positive emphasis and values will create a better working environment which will create a high mood and a better understanding among colleges. When the values and ethics are compact, there is no tension when conducting daily business. People normally feel that they can rely on the roots which will enhance confidence in them and they will have to keep their guard up.

* **Increase a sense of belonging.**

Here when the company and individual values align, it tends to be a gain because the company will attract more clients. After all, it has upheld its values. This helps by creating a positive atmosphere that fosters ethical values enhancing virtuous loops which will make everyone feel at home.

These days the world changes so hastily before you can imagine and companies may find themselves in crisis without knowing. However, people are concentrated on ethical leaders, and the companies they work for bloom. Being with leaders who have an ethical act of kindness can be a way of getting through tough times.

* **Higher motivation.**

As soon as every team member knows that the company is operating ethically and for the benefit of larger, everyone would want to do their part to further the company’s mission.

**Ways of improving ethical skills**

1. **Your values must be visible**

If you have already identified the values you require, you should then state them clearly to avoid misunderstandings and quarrels making it easier for people to partner with you.

1. **Don’t lie about the future**

When you are the leader of a certain company, do not tell lies about the company, especially about its growth and the services it offers (Hudson, A.: 1999,) but you’d rather be honest about the state of the company to prevent the employees from having high expectations.

1. **Attend workshops and meetings**

This is another way of improving your ethical skills because it will expose you to people of different caliber and diverse minds. By meeting with these people you will able to learn and get a better understanding of how things work and also improve your ethical skills and apply them in different situations.

1. **Decision making**

Engaging in decision-making will help you as a leader in coming up with ideas or decisions which will impact the organization and employees as well.

1. **Embrace confidentiality**

As a leader, you should embrace the act of confidentiality because you might find your team members or employees entrusting you with their personal information they expect you to be careful with whom you share the information with.

1. **Professionalism**

Show professionalism in your field to make your team leaders trust you and to show that you are competent in the work you are doing. You should always do what's best for the client but not what you feel is best for you. Even if the situation is bad you should be able to let the client know.

1. **Do not be afraid to make mistakes.**

As it is normally said through making mistakes is when we learn so as a leader never be afraid of making mistakes because from there also you will be able to correct your employees.

References;

Doty G. H., Glick W. H. (1998).

Kalshoven K., Den Hartog N., De Hoogh A. H. B. (2011).

Khuntia R., Suar D. (2004)