**ETHICAL LEADERSHIP.**

In question many people asks themselves what is ethical leadership. Ethical leadership is leadership that is directed by respect for ethical beliefs and values and for dignity and rights of others.

Ethical leadership involves leaders and managers maing decisions based on the right thing to do for the common good, not just based on what is best for themselves or for the bottom line.

Ethical leaders encourage their team members to model this behavior, too. They help to build a workplace culture that values transparency, collaboration and inclusion, and where everyone fels safe to share their voices.

They can also help organization recruit and retain top talent. Professionals are increasingly seeking out companies whose leaders strive to do the right thing. Generation Z, who will make up 25 percent of the workplace by 2025, demands leadership ethics more than generations that came before them.

“Gen Z is not going to negotiate. They have really strong values and ethics, and they don’t bend them because of intimidation or because they are just getting a paycheck,” said Micheal McCarthy, instructor at Havard Divison of Continuing Education’s Professional and Executive Development and host of the “HAPPY AT WORK” podcast. ‘The idea of letting harmful or hurtful behaviour slide is not acceptable.”

Leaders who weigh ethical consideration before making key business decisions drive a company’s long term success.

**THE 6 MAIN PRINCIPLES OF ETHICAL LEADERSHIP.**

There are different principles and Standards of Ethics that can be used by leaders when working with clients and employees. These ethical standards include beneficence, non-maleficence, veracity, justice, fidelity, autonomy and equality. The ethical principles play an important role in decision making of managing workers and clients. The principles help in influencing organizational performance.

Having ethical leaders isn’t as simple as hiring “good” people. Companies should strive to fill leadership ranks with people who embody the principles of ethical leadership. The six main principles include:

1. RESPECT

Respect includes valuing others’ skills and contributions. While historically respect in the workplace may have been one-way (leaders demanding respect from employees), in an ethical work enivornment, respect is mutual.

Mutual respect leads to healthier workplace relationship where both sides appreciate and support what the other is doing and feel secure in talking through issues and challenges. Healthy relationship create positive work environments, which drives increased productivity.

Current and upcoming business leaders should take mutual respect into account as workforce expectations continue to shift.

“I tell current leadership to respect Gen Z. they have values and morals, and you’re going to have a better organization because of them,” McCarthy said. “They aren’t going to put up with the old hierarchy that doesn’t offer mutual respect.

1. ACCOUNTABILITY

Ethical leaders hold themselves accountable for their actions. They make decisions based on integrity and stand behind their work. They also lead by examples, communicate openly about challenges, and don’t look to place blame on other for any shortfalls.

1. SERVICES

Leaders make ethical decisions based on doing what is right for employees, customers, and the community. Because these constituents are always top of mind for ethical leaders, they often have a strong sense of service. They engage in activities such as charitable giving and volunteer work to give back to their communities and encourage their teams to do the same.

1. HONESTY

Leaders who are transparent build trust amongst their organizations and amongst customers.

O build and maintain trust, leaders must be good communicators who speak openly and honestly about issues. Regardless of the issue’s severity or unpopularity, leaders’ responsibility to be clear and candid empowers others to make the right decisions with the information they have.

Honesty and transparency also help to build a brand’s reputation, leading to long-term customer loyalty.

1. JUSTICE

Justice is not just about following the law, but about ensuring that everyone is getting what they deserve. Ethical leaders approach situations with a focus on treating everyone fairly, and they expect their teams to treat each other and customers the same way. Through their actions, they build equitable work environments where everyone feels respected.

1. COMMUNITY

Ethical leaders view their companies as communities and consider everyone involved when evaluating situations and making decisions. By viewing their organization this way, they build equity and inclusion into their decision-making process and create work environments that encourage collaboration across teams.

**THE TRAITS OF ETHICAL LEADERS.**

1. Leads by examples. Ethical leaders should have the same expectations for themselves as for those that work foe them. Ethical leaders help their employees with daily tasks, so they have an in-depth understanding of what the other workers do and the challenges that can come with their work. These leaders are then able to guide employees as they do their daily tasks. Ethical leaders also show how to be ethical and mora in their own work, which is a crucial example to other employees. When employees see that their leaders are constantly making decisions with integrity and honesty in mind, they are also wiling to make those ethical considerations in their work.
2. Willing to evolve. Good leaders need to be able to evolve and adopt to the changes that are sure to come in the business world As businesses expands, get bought out, merge, and more, adaptability is key for success. Good organizational leaders are willing to take the changes that are coming and meet them head on. This helps encourages employees to be adaptable and evolve with changes as well.
3. Respect everyone equally. Respect is a vital element of ethical responsibility. Leaders that are ethical will respect everyone, from their superiors to their employees, equally. Not showing respect to the people around you can quickly create a negative or hostile work environment.
4. Communicates openly. Leaders who have ethics nee to excel at communication to make sure their organization is a place of trust and honesty. Without communication, issues can go undetected for a long time. This can create hostility and distrust in your organization. Leaders who have ethical behavior focus on having good communication that is honest and open with every single person in their organization.
5. Manage stress effectively. Leaders and managers are faced with stressful situations everyday, both in their work life and their personal life. It’s not acceptable to take out your personal or even your professional stress on your workers. This is taking advantages of a power dynamics and can create anger, frustration, or fear in your employees. Leaders who have ethics know how to handle their stress in a productive and positive way. Regular outbursts aren’t acceptable and will make your other workers feel stressed as well. Good leaders who practice ethical behavior find ways to deal with their stress, and encourages their employees to improve if needed, in positive, helpful ways.
6. Mediates fairly. A moral leader is an expert in solving problems in a way that is fair to everyone involved. They consider all the opinions and people involved in order to be fair and impartial. Good organizational leaders are compassionates and kind when helping solve problems and issues. They want to make sure everyone can continue to work together together well after the disputes are resolved, and are focused on positive interactions moving forward. Employees will trust leaders who practice ethics who they know will listen and care about them.

**EXAMPLES OF ETHICAL LEADERSHIP.**

POOR EXAMPLES OF LEADRSHIP.

1. Kelly is good friends with grace at the office. Grace and Aaron work together often, and are having an issue when it comes to priorities and meeting deadlines. When listening to the dispute, Kelly assumes that Grace is correct and doesn’t take Aaron’s grievances into account very seriously. Aaron can sense this bias, and takes the dispute to HR, who finds that there was an issue and Kelly didn’t take care of it.
2. Sam is in a meeting with his staff when a concern is raised by Taylor. Sam brushes it off as something that’s not a very big deal. As a result, Taylor won’t bring up issues in the future that end up losing them a customer.
3. Joel tells his employees they need to be constantly accurate with clocking out for lunches every day. But often, Joel will take a lunch in his office, so he doesn’t clock out, but he isn’t working. This poor examples leads his employees to distrust him, to gossip about him, and feel frustrated.

GOOD EXAMPLES OF LEADERSHIP.

1. Lisa is a restaurant manager who helps her waitstaff when they are busy. The staff appreciates the fact that Lisa notices and is willing to help them out.
2. Kerry is going through some issues with her family at home which is making her feel stressed. She takes five minutes to herself when she gets to her office every morning to help her leave the stress at home, and get through the day. Her staff is very appreciative that she is kind and calm during work.
3. George is leading his team through a merger with other organization. Many of his employees are stressed, but George is a confident and positive model of how to do work well without being overly anxious. His staff feels more confident and at-ease because George is so relaxed and positive.

**THE IMPORTANCE OF ETHICAL LEADERSHIP.**

Leadership that is ethical is important for a variety of reasons such as honest, accountable and transparent. Leadership skills are crucial to help create a positive ethical culture in the government. Leaders in the government can help investors feel that the offices is a trustworthy one.

Under the Article, titled What determines ethical behavior in public organizations: is it Rules or Leadership ?, was written by Dr James Downe (Cardiff Business School) and Prof Richard Cowell (School of geography and planning) with a colleague (Dr Karen Morgan) from the university of Bristol. The study finds that ethical leadership is much more then simply complying with rules, as the actions of leaders can be important in promoting good conduct and fostering an ethical culture. The personal moral values of leaders in setting an examples for others to follow are crucial. The research concluded that effective leaders need to be willing to intervene informally to steer behavior win their organizations and resolve emerging problems rather than relying upon formal regulatory mechanisms.

The Article is open access and can be find through the public Administration Review website.

Corruption has been reported as one of the main obstacles to good governance in different public sectors in developed and less developed countries despite the fact that different states have tried to create measures to control it and other unethical behaviors.

**CONCLUSION.**

Ethics or moral philosophy is a branch of philosophy that “involves systematizing, defending, and recommending concepts of right and wrong behavior”. Ethics refers to set of principles and moral rules of behavior that guide human relationships about what is morally good and bad. Ethics is concerned with what is good for individuals and society and is also described as moral philosophy.

Ethical behavior is understood as one that can be judged according to generally accepted moral norms of behavior (Brown, Trevino and Harrison 2006). Ethics therefore is based on ethical principles that determine the rightness or wrongness of the conduct of a person. Ethical leaders also work to create an ethical work culture. It creates a progressive ethical culture in public institutions.

Leaders can enable the government to have individuals that are moral and trustworthy. The public become more loyal with ethical leaders leading public organizations. This means that a work environment is governed by a fair, clearly articulated set of rules, rather than by personality or politics. Ethical leaders also work to create an ethical work culture. It creates a progressive ethical culture in public institutions.

Leaders can enable the government to have individuals that are moral and trustworthy. The public become more loyal with ethical leaders leading public organizations. This means that a work environment is governed by a fair, clearly articulated set of rules, rather than by personality or politics. Ethical leadership is associated with leader effectiveness and good governance.

Leaders need to demonstrate ethical leadership in their daily behavior, decisions and actions. By sending out strong messages about ethics and establishing clear reward and sanction systems to hold the employees accountable for their actions, leaders can promote good governance in the public sector.

Increasingly ethical leadership is a prerequisite for improvement in the public sector. Its suggested that ethical leadership is required to control unethical practices such as corruption and poor good governance in public sectors in developing and developed countries.

**REFERENCES.**

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Micheal McCarthy, instructor at Havard Divison of Continuing Education’s Professional and Executive Development and host of the “HAPPY AT WORK” podcast.

The Article through this link [Public Administration Review website](http://onlinelibrary.wiley.com/doi/10.1111/puar.12562/full).