Topic: Ethical Leadership

Ref:

Michael E. Brown, Linda K. Treviño, David A. Harrison (2005). Ethical leadership: A social learning perspective for construct development and testing. Organizational Behavior and Human Decision Processes 97 (2): 117-134. doi:10.1016/j.obhdp.2005.03.002 (subscription required)

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 Oladimeji, Kazeem Adebayo; Abdulkareem, Abdulrazaq Kayode; Akindele, Iyiola Tomilayo; Adejumo, Abdulhakeem (29 December 2022). "Impact of Ethical Leadership on Employee Performance in the Public Sector: Does Leader-Member Exchange Matter?". Publica: Jurnal Pemikiran Administrasi Negara. 14 (2): 109–120. doi:10.15575/jpan.v14i2.19912. ISSN 2715-9256. S2CID.

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(PDF) Impact of Ethical Leadership on Employee Performance in the Public Sector

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ethical leadership is referred to as leadership embedded in the display of normatively proper behaviour exhibited through individual actions and interactive relationship as well as the encouragement of such behaviour among followers through two-way communication, support, and decision-making(Michael E.Brown)

Ethical leadership is a form of management that adopts principles and values which are considered good moral markers, such as honesty, fairness, equality, accountability, and respect. Organizations that practice ethical leadership can protect themselves from lawsuits and ethical dilemmas in the long run.

It involves leaders practicing conducts that does not support the wrong by demonstrating strong moral principles involving integrity and showing what's right in the core of an ethical leader

The importance of ethical leadership

Improved brand image

Maintaining moral brand practices has become even more important today in a digital, fast world where one image can destroy a brand. By behaving and acting responsibly, ethical leadership can dramatically improve brand image to onlookers.

Improved staff morale

Ethical leadership is about leading, inspiring, motivating, and making the employees feel accountable for their work. When this happens, greater business success is achievable because employees are happier to be at work.

Positive workplace culture

If ethical leaders can influence results, then they can equally influence workplace culture. Walking the walk and talking the talk is where ethical leaders can develop the workplace to inspire and motivate others to follow good ethical behaviour.

Improved performance

moral leadership significantly improves organizational performance by incorporating moral values and principles into its practices (Guo, 2022).