

Young public leaders struggle in maintaining strict ethical standards because the...

[Technology](#), [Development](#)



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The paper explores the issues that revolve around leadership and maintaining ethical standards. Leaders should maintain the strict ethical standards imposed into corporations codes of conducts. Several factors determine the success of young leaders in achieving ethical standards of business. Inadequate experience in the business subjects many leaders into difficulties when dealing with issues inside the organization. The paper seeks to describe the importance of standards in monitoring the organization's codes of conduct. The paper explores on impacts on the level of experience in determining success of a business. However, some scholars hold contradicting opinions on maintaining strict ethical considerations. The paper seeks to present plausible alternative explanations of other factors that cause inconsistency in maintaining ethical standards rather than practice. The paper enters into murky depths in explaining the development realized in leadership values in the public sector perspective.

- NEED TO MAINTAIN ETHICAL STANDARDS ACROSS CORPORATIONS

Develop company's values and principles

These values proposes a standard code of conduct for the business. In an organization, the standards provide a moral law that governs the conducts of a business. These values determine the reputation of the outside world to that organization (Colle, 2008).

Building managers with good characters

Ethical behavior is not just compliance with rules and principles, but also the development of virtues and good personality. According to Walton (2007) an effective business ethics programme should focus primarily on creating an organizational environment that support the development of good character and employees. This includes ethic discussions, workshops and ethic trainings. This would be better rather than creating and imposing rules and principles.

- HOW EXPERIENCE DETERMINES MAINTENANCE OF STRICT ETHICAL STANDARDS

Inadequate practice in the business leads to difficulties for young leaders to maintain strict ethical standards. Young leaders may face hard times while struggling with the following issues.

A Comlex employee structure resulted in a change in leadership values therefore hard to monitor. According to Paine (2008), the young generation replaced the older generation in management positions. The older generation believed that the public sector is a good place with good employment and security. However, the new workforce of the younger generation has a different view leading to change in values. This makes the

young leaders with little experience to struggle in maintaining standards. A changing environment issues to complexity in decision-making. The rise of globalization resulted to increase in activities that required experienced officials. Increased global trades and installation of ICT facilities require experienced managers. This poses a hard task to the young leaders in the public sector (Walton, 2007).

- ALTERNATIVE VIEWPOINTS EXPLAINING STRUGGLE IN MAINTAINING STRICT ETHICAL CONSIDERATIONS

Some other people believe there is no connection between inadequate practice and maintenance of ethical standards. They, therefore, suggest the following factors.

The leadership trap confuses some leaders on their roles. Some leaders value their payments while others seek out for extra money, power and prestige after they acquire a job. Their desires are so strong that makes them breach ethical standards (George, 2011).

Difficulties in self-reflection make it difficult for a person to exploit their abilities. Are they unable to answer certain questions like What do I want to lead? What is the purpose of my leadership? According to George (2011), leaders whose goal is obtaining wealth and fame always become self-centered and egoistic. They believe institution cannot work without them hence breach leadership standards and impose their own. However, this is a characteristic of most inexperienced leaders.

Inadequate leadership skills by young leaders are the other factor. Many of the leaders topple on the top by imposing their will on others. When they reach the top, they fear that the other people downwards may unmask them,

therefore, becoming stricter. According to George (2011), these people always ignore responsibilities and blame their failures onto other people. They believe they never commit mistakes, therefore, end up violating the law. However, inadequate experienced is what results to inadequate skills.

- REASONS TO WHY LEADERSHIP ETHICS HAVE CHANGED IN THE PUBLIC SECTOR OVER THE LAST 20 YEARS

Change in the workforce resulted in change in leadership values. According to Paine (2008), the young generation has replaced the older generation in management positions. The older generation believed that the public sector is a good place with good employment. However, the new workforce of the younger generation has a different view leading to change in standards governing the public sector.

Changes in public expectations resulted to change in leadership values. The population becomes increasingly complex and diverse, therefore, holding contradicting expectations. According to Paine (2008), there is a greater expectation from public sector that the government should provide services comparable to the private sector. There should, therefore, be the change in leadership standards governing public sector.

Need to attract innovators and entrepreneurs lead to change in leadership values. The public sector needs to attract more innovators and entrepreneurs to improve public services. The leaders should modify their standards in order to attract more innovators in their sector. According to Paine (2008), entrepreneurs are important in the public sector in order to keep pace with the shining private sector.

Conclusion

Ethics is important in guiding business operations. There is a need to maintain standards in order to develop business values and standards, also to build managers with good standards. Inadequate knowledge makes young leaders not to maintain ethical standards. This is due to a complex employee structure, and due to change in environment. However, some people believe that the leadership trap, inefficiency in self-reflection and inadequate skills lead to failures while maintaining business standards. Over the past 20 years, there has been the development in leadership skills. This is due to change in the workforce, change in the public expectations, and the need to attract more innovators and entrepreneurs.

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