

Leadership and ethical decision-making research paper sample

[Business](#), [Management](#)



- How will you define management's role in the implementation of the code of conduct?

Management plays a very important role in the implementation of the code of conduct. The first step that management must take is to explain to every person in the organization the primary purpose of a code of conduct and why there is a need for it. Before disseminating the code of conduct to the employees, a commitment from the senior employees and the Board of Directors must be obtained. This is necessary because they are the ones who will provide direction and resources for the implementation of the code. After which, the code of conduct should be published and communicated to the employees. It is essential that the employees understand the code of conduct. The Human Resources Department (HRD) must be appointed by management to be the primary unit responsible for the code's dissemination. In coordination with the HRD, management must get feedback from the employees about the code. Their comments and suggestions should be welcomed and if need be, the code can be revised if the suggestions are reasonable. Management must have an open mind about this. After valid changes are made to the code, it is then implemented. Each employee should be asked to sign a document stating that they agree to abide by the code. Together with the implementation, management should have designed an appraisal system to monitor the adherence of the employees to the code.

- What do you feel is a successful communication plan for this project?

A successful communication plan for this project can be done through the HRD who will devise a step-by-step process for the implementation of the code. They may schedule a training or seminar to explain clearly the code

and be able to answer the questions that may be raised by employees regarding the code.

- How will you educate employees on the code of conduct?

As previously stated, the employees can be educated on the code by conducting trainings or seminars explaining the code to them and how they are expected to follow it. A training manual may also be given to the employees. Another option for educating the employees on the code is by creating an online format of the code which the employees can go through at their own pace . Other alternatives for educating the employees are through company intranet, employee handbook and notice boards.

- How will you assess compliance?

The code of conduct should be reviewed at least annually to determine whether it is relevant and whether it is understood and followed by the employees. The monitoring should be ongoing to know whether the code is achieving its objectives and expected outcomes. A survey among the employees can be conducted to assess the compliance with the code. Another way of assessing compliance is by conducting a compliance self-assessment among the staff so that they themselves can ascertain if they have followed the company's code. Periodic evaluations among employees must be done to audit and detect any violation of the code. A compliance committee may also be established which will handle matters like reporting of violations of the code.

- What are your recommendations for dealing with change management?

Introducing change in any organization is always a challenge. The best way to ensure a successful change management is through a well-thought of plan

which takes into consideration the sensitivities of the employees. Change can easily be adapted if the people who will be affected by it will be consulted in the planning and implementation. Change should not be imposed on the employees, rather it should involve them. The reason for the change should be properly explained to the employees. The benefits that will result from the change should be presented to them.

References

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