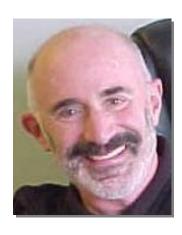# Senior Executive Service
2009 Forum Series

Registration: Please register through your agency coordinator

Jacob Blass, *"Business and Ethics"*

Wednesday, March 18, 2009, 9:00 a.m. to 12:00 noon
(Registration 8:30 a.m. to 9:00 a.m.)

Fraud is as common in government as in business. Nearly 60% of surveyed government employees see misconduct in the workplace yet fail to report a third of it to management. Organizational cultures, and the actions of its leaders, are more influential in determining outcomes than ethics and compliance programs.

The National Business Ethics Survey measured 18 dimensions of ethical culture, and the data show that the actions of leaders and peers significantly influence employees' ethics. Employees in organizations with strong ethical cultures and formal programs are 36 percentage points less likely to observe misconduct than employees in organizations with weak culture and full formal programs. This SES forum introduces the complexities of ethical decision making and starts defining the steps necessary for its sustenance.

Key discussion points include:

- The cost and scope of unethical actions
- Who is involved
- The critical importance to employees – and the agency – for its leaders to be ethically driven
- Why an ethical culture trumps ethical policies
- What you can directly and uniquely do to create and influence your agency's ethical culture (and possibly save it a lot of money and heartache)
- Defining the parts of your agency's culture and ethics you feel comfortable and uncomfortable about
- If you could change three things about your agency's culture and ethics what would they be?
- The twelve questions to address ethical dilemmas

ECQ: Leading People, Results Driven, Business Acumen

or visit www.doi.gov/training (click on Forums and Educational Partnerships)

Special Assistance: Persons who need special assistance should contact their agency coordinator in advance.

Location: Atrium Hall, Ronald Reagan Building and International Trade Center ● 1300 Pennsylvania Avenue, NW ● Washington, D.C. 20004
METRO: Orange and Blue lines, Federal Triangle Station