The Williams Institute for Ethics & Management (TWI)

Transformative Ethics: Making Ethical Decisions in the “Gray Zone”

“We sponsored TWI Ethical Decision Making training at our Annual Staff Meeting. The employees got a lot out of it—I see the decision making tools on their desks and in their cubicles—several employees have very pointedly commented on the value of the training for work, but mostly their personal lives. How great is that?”

Chief Billie Grobe, Yavapai County Adult Probation

We live in a day of increased public and media scrutiny. The decisions, and resulting actions, of individual, sworn and not sworn, can end up effecting the reputation and effectiveness of the whole agency. Often, the problems stem from making poor decisions under stress and in the “gray zone” of professional life. Making good, consistent ethical decisions involves more that knowing policy and codes. It takes having ethical self-awareness, strong decision making skills, and the ability to successfully communicate one’s decisions. These three components are the focus of this class. Stronger cultures of integrity and mutual respect are achieved through the transformative effect of increased personal ethical responsibility and accountability.

This popular training class provides a unique and effective approach to training in ethical decision making. Through our highly interactive, small group adult learning process, participants are equipped with knowledge, applicable skills and practical tools to empower them to make right ethical decisions and to explain more effectively why and how they made their decisions. Consistent right decisions and the articulation of thoughtful reasoning generate trust and respect, providing the ground for building mutual understanding and stronger relationships with clients, within the agency, and with the overall community. Training in personal ethical decision making can reduce agency liability.

Attendees of this one-day class will:

- Have tools to make more consistent ethical decisions
- Understand how to go beyond re-acting to the policy expectations to acting ethically through taking personal responsibility
- Be able to better explain the reasoning behind their ethical choices
- Apply the different behaviors and skills essential for empowering Transformative Ethics
- Take a proprietary personal ethics instrument to assess how they make personal ethical decisions and learn how to apply that awareness to be more effective in their work
- Learn and use a simple and effective four-step ethical decision making process for making more consistent ethical choices applicable in both professional and personal life
- Be able to use and share these skills and tools with clients, colleagues and family

“Ethics is not about codes, standards, rules and sanctions in isolation from society, ethics is about people and their relationships with one another.” Dr. Linda Williams, TWI Co-founder

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If your agency would like to consider an on-site program, email awareness@ethics-twí.org or contact David Braaten at 480-244-3472.