



**Covenant University**  
Raising a new Generation of Leaders

# **PRESCRIPTIONS ON ETHICAL CONDUCTS & PROFESSIONAL EXCELLENCE**

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**FOR THE 2016/2017 EXECUTIVE ADVANCE FOR  
FACULTY AND SENIOR NON-TEACHING STAFF**

# INTRODUCTION

- My engagement with Mrs Aishah Ahmad
  - The best way to truly learn is to **MAKE MISTAKES** (when the risks are lower)
  - The mistakes of this phase of life are costlier than previous phases of life.
  - The outcomes of your engagements have a far reaching effect on you and all that is connected to you.



# INTRODUCTION

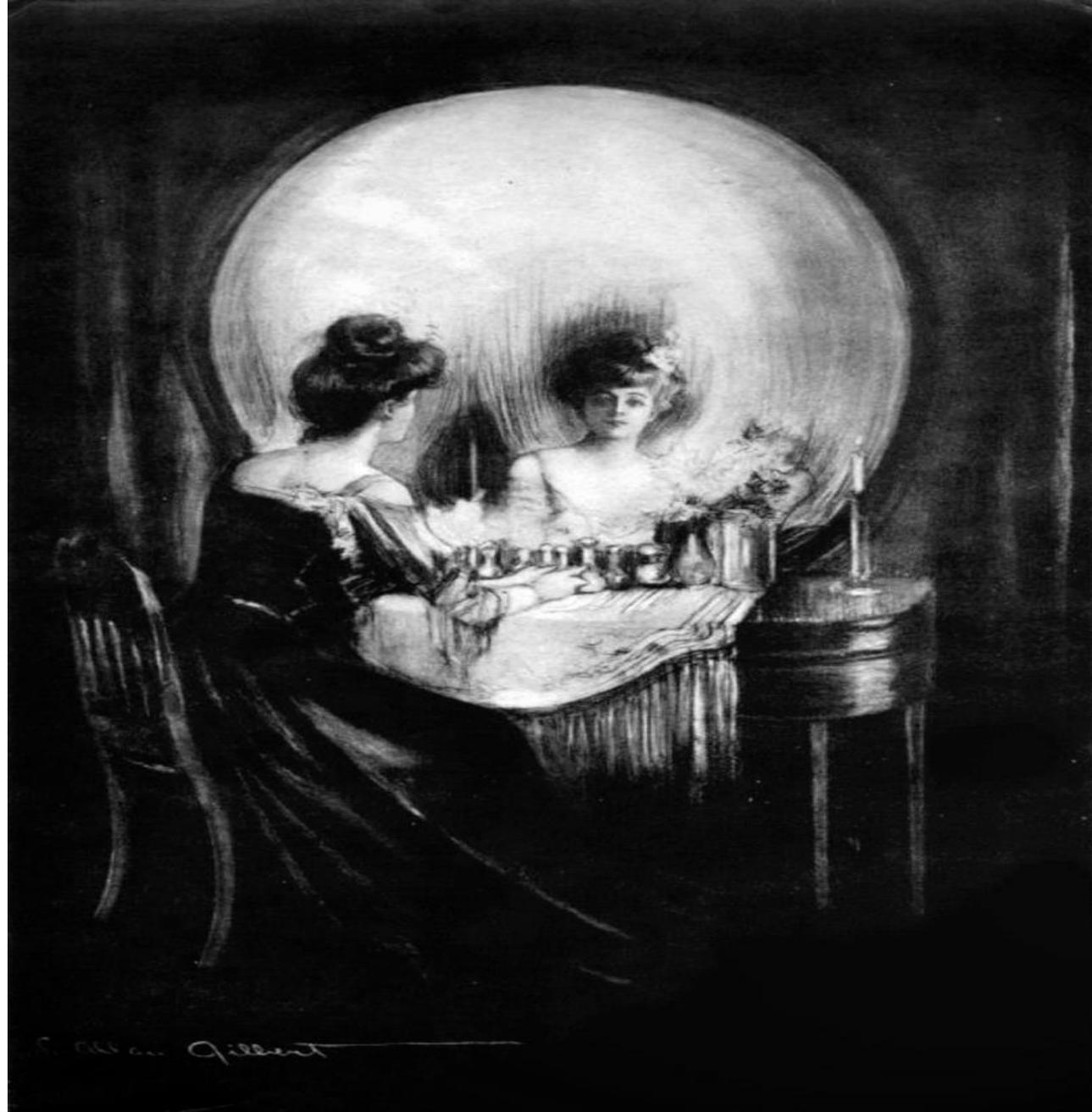
- Paul, Patrick and the \$648k Ferrari
  - **FOCUS ON YOUR RESULTS** rather than on the perceived shortcomings of other people.
  - Be a law to yourself and be accountable to those who desire greatness for you
  - Rules are tools that separate the wise from fools



# INTRODUCTION

- The Parable of the 3 Stonecutters
  - First response: Working on the hardest job
  - Second Response: Making a living
  - Third Response: I am building a cathedral
- Your experience is dependent on your **PERCEPTION** of the events





# GENERAL OVERVIEW

- Deep and lasting **VALUES** underpin HEI (Higher Education Institutions)
- Our services are public & private goods that require that **ETHICAL AWARENESS** and **PRACTICE** inform our actions.
- We will face **ETHICAL DILEMMAS** in the course of our work but we need to know how to handle them.



# GENERAL OVERVIEW

- The ethical issues that confront us daily can be tackled easily when we have **COHERENT & CONSISTENT POLICIES & PROCEDURES.**
- We should be able to articulate succinctly:
  - What we stand for
  - What stakeholders can expect from us
  - What we expect from stakeholders

# FUNDAMENTAL ISSUES

- In the preceding slides, I have identified a number of salient issues:
  - The need for values
  - The need for ethical awareness
  - The certainty of ethical dilemmas
  - The need for coherent & consistent code of conduct
  - The need to be clear about our desires



# WHY BOTHER ABOUT ETHICS?

- Good governance. The searchlight is on everybody
- Upholding our vision, mission and values.
- Guidance for workplace interactions & engagement
- Guidance for students rights & responsibilities
- Highlighting Risk and Reputation



# WHY BOTHER ABOUT ETHICS?

- Interpretation of policies
- Management of pressure
- Recruitment of Staff & Students
- Encouraging funding, sponsorship and business involvement



# REVIEWING POSSIBLE ETHICAL DILEMMAS

## - **PARTNERSHIPS.**

- How are we expected to make decisions on whether or not to go into partnerships?

## - **FRICTION IN THE COMMUNITY.**

- What responsibility do we have to our host community?  
In a conflict of interests, how do we stand?



# REVIEWING POSSIBLE ETHICAL DILEMMAS

## - **CARING FOR STUDENTS.**

- How should we respond diverse needs? What approach works best in driving compliance?

## - **DIFFICULT DECISIONS.**

- Do we stand in indifference? Case Scenario: Lionel Messi, Barca & Tax Issues



# TACKLING ETHICAL DILEMMA

## - **STRONG LEADERSHIP**

- **Can we see our decisions through?**

- **Are we afraid of the law?**



# TACKLING ETHICAL DILEMMA

## - ENTRENCH VALUES NOT RULES

- All things are lawful but not all things are expedient



# TACKLING ETHICAL DILEMMA

## - SUFFICIENT AWARENESS AND UNDERSTANDING OF EXPECTATIONS

- My research findings on engagement of policies for work-life balance



# CONCLUDING REMARKS

- **Rules are tools that separate the wise from fools**
  - Be a law to yourself
  - Be accountable to others
- **Work out your salvation with trepidation**
  - Ideas rule the world but executors of ideas are the rulers of the world.
- **Protect yourself from fruitless engagements**
  - Efforts are meaningless when goals are not achieved
  - Of what essence is speed if you are facing the wrong direction.



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# CONCLUDING REMARKS

- **Commit to results and not activities**
  - You have a **B.A.S.K.E.T.** of competence
  - There's no reputation in your intentions but in your execution
- **Lets live for impact**
  - We should seek rather to be **V.A.P** (Value Adding Personalities) than just **V.I.P's** (Very Important Personalities)
  - **I see something in you!**





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**THANK YOU FOR LISTENING**