

ETHICS Gone WILD . . .



What do **you** do?

FORUM 2015

Presented by

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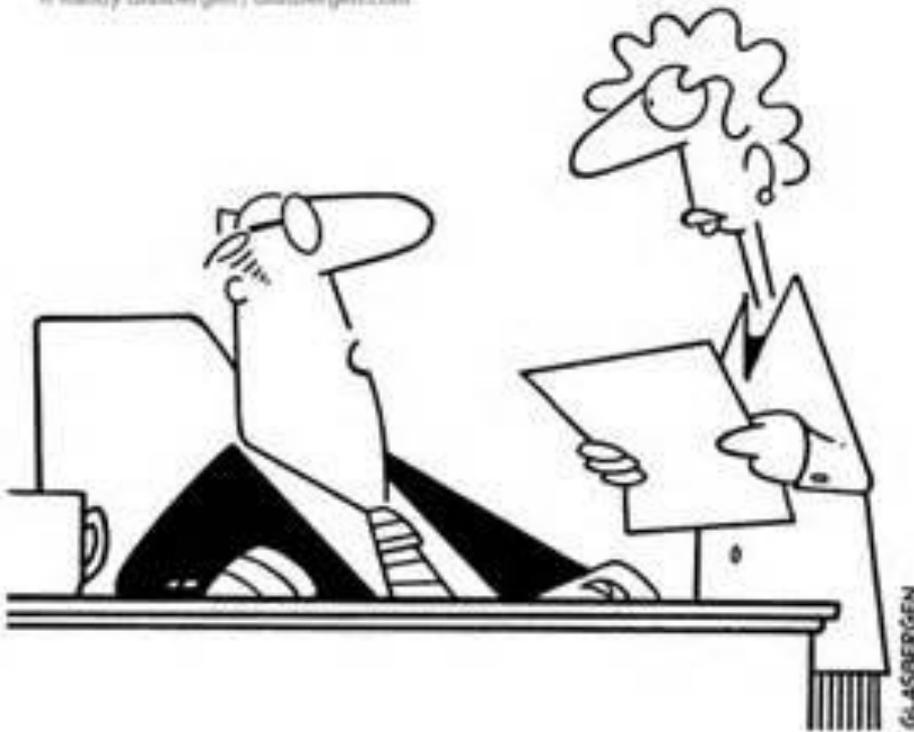
AGENDA



FORUM 2015

- WHAT IS ETHICS?
- FACTORS TO CONSIDER
- ETHICAL DILEMMA'S AND HOW WOULD YOU REACT?
- DEFINING MOMENTS
- CODE OF ETHICS

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"When you say 'ethical' do you mean marginally ethical, semi-ethical, or appearing to be ethical?"



"What's all this 'naughty or nice' jazz? — Haven't you ever heard of situational ethics?"



Ethics



www.MediaOrchard.com

['eTHiks]

NOUN

moral principles that govern a person's or group's behavior:
the branch of knowledge that deals with moral principles.

['eTHik]

NOUN

a set of moral principles, especially ones *relating to or affirming a*
specified group, field, or *form of conduct:*

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HEADLINES

RTD
5-2-2015
Company that
lost bid for Va.
Contract
alleges
favoritism
played a role

RTD
11-5-2013
City auditor questions
school, city deal with
health care provider

RTD 3-25-15
Judge rules
town of XXXX
violated FOIA

MSN
6-1-2015 Chicago
schools chief
resigns amid
federal criminal
investigation
USA Today
10-13-15 Pleads
guilty to steering
\$23 million in
contracts

RTD
7-10-2009
Commonwealth's
Attorney to probe
XXXXXX police car
deal

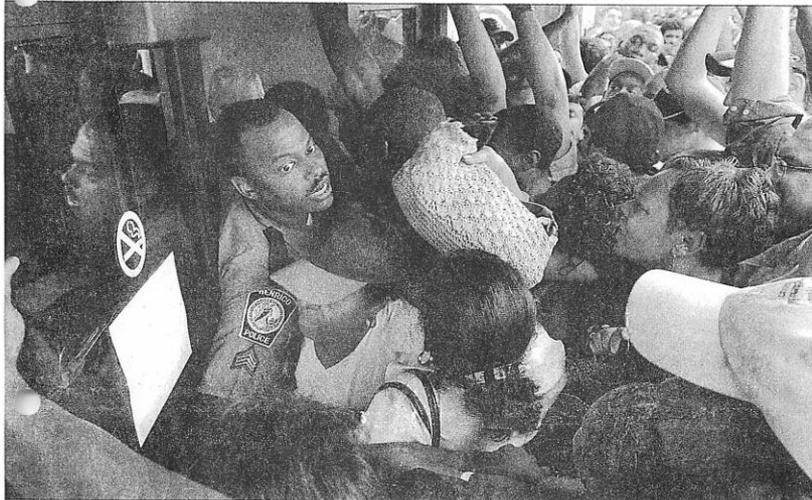
RTD
7-13-2009
Vendor-paid trip
involving XXXXX
school officials
raises questions

HEARD AROUND THE



GUESS WHO?????

iBook sale triggers chaos



DEAN HOFFMEYER/TIMES-DISPATCH

County police Sgt. A.J. Scott felt the crush of the crowd outside the building where iBooks were sold yesterday at the Richmond International Raceway.

at 5,500 people show up for ,000 laptops offered for sale enrico; several people hurt

BY OLYMPIA MEOLA
TIMES-DISPATCH STAFF WRITER
AND ALEXA WILLIAMS
SPECIAL CORRESPONDENT

erupted yesterday morning at Rich-International Raceway as people stam- through the gates in a rush to buy used aptops for \$50 each. h-ers clutched their children for prote- people screamed as they were knocked ound, a stroller was demolished, cars through the crowd. m- "I believe people are so barbaric," said

Grace Wang, a rising senior at Henrico County's Godwin High School.

The crowd started forming at 1:30 a.m. as Henrico residents and taxpayers began to arrive. By the time dawn broke, people on foot had formed a line half a mile long. Others waited in cars parked nearby or milled about the entrance to RIR. An official estimate put the crowd at 5,500. Other observers estimated a crowd size more than twice that.

When gates opened just before 7 a.m., the crowd had already grown surly, many in the crowd yelling to police officers who said they were just trying to keep people from "inciting a riot." When the gates swung open, the stampede — literally — began.

"We were just coming in the door and every-one was just pushing," said one J.R. Tucker High School student who was sitting on the ground

SEE IBOOKS, PAGE A9 ►

Supply, demand and security

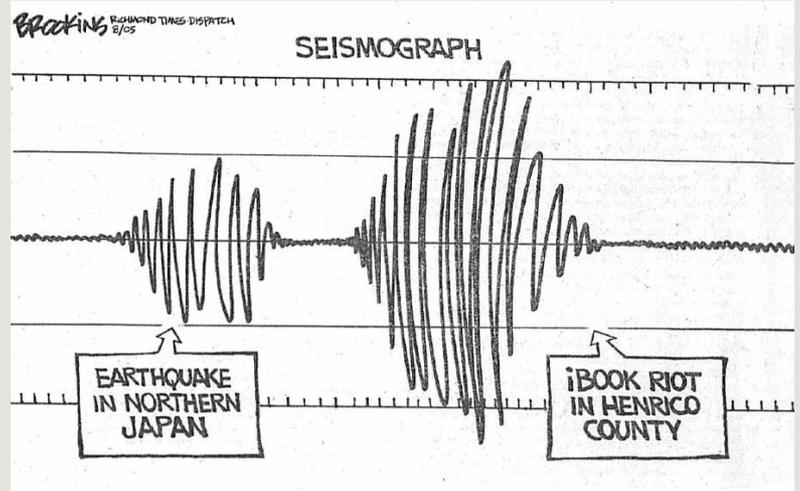
Henrico County school district officials knew they would make \$50,000 from the sale of the district's surplus Apple laptop computers yesterday. But few seemed prepared for what it ended up costing the county — in manpower, money and aggravation. Here's a look at the numbers:

- Number of iBooks for sale: 1,000
- Number of people, according to Henrico police, who showed up at 7 a.m. to buy an iBook: 5,500
- What the county planned for crowd control: Five off-duty police officers and five security guards
- What it actually used: An additional 71 police officers (20 in riot gear)

MORE NUMBERS INSIDE, PAGE A9

TimesDispatch.com: See more photos of the rush to buy iBooks. ■ On Page B1: Rage rules the day at sale, Mark Holmberg writes.

A-1



DEAN HOFFMEYER/TIMES-DISPATCH



FACTORS TO CONSIDER



- Intrinsic

- Loss of job
- Self interest/self preservation
- Publicity/Media Exposure
- Want to please
- Monetary consideration
- Fear of reprisal
 - Short and Long

- Extrinsic

- Supplier impact
- Time - Delays process/award
- Challenges relationships with end users
- Affect on organization
- Political environment

Defining moment - What to ask yourself ?



- Is it legal?



- Will the result of my decision lead to non-compliance with applicable  , policies or procedures?

- How will it make me feel about myself?



- Do you fail to see the dilemma because you are overly focused on the outcome?



- Does it conflict  with the values and culture of the organization?

Moral Blindness



- Example #1
 - Government Agency
 - 1986
 - Heavily regulated
 - Major loss of \$\$\$\$\$
 - Loss of lives
 - Caused by:
 - equipment
 - organizational culture willing to accept escalating risks
 - Preventable
- Example #2
 - Government Agency
 - 2003
 - Heavily regulated
 - Major loss of \$\$\$\$
 - Loss of lives
 - Caused by:
 - equipment
 - Weakness in organization paved way for catastrophic failure
 - Preventable

WHAT HAPPENS WHEN THERE IS AN ETHICAL GAP?



Ethical dilemma OR management decision?

Blind Spots- Bazerman and Tenbrunsel

ETHICAL FADING

Tendency for otherwise ethical people to make unethical decisions because the ethical implications have faded from their decisions

Ex. NASA

BOUNDED ETHICALITY

Systematic ways in which people engage in unethical behavior without their own awareness

Ex. Shuttle Contractor Senior Managers

BOUNDED AWARENESS

Occurs when we exclude relevant and important information from our decision. Results in our failure to see information that is relevant to our personal lives and professional obligations

Ex. BOTH



UNETHICAL BEHAVIORS – WHO SAID?

“In the end, all business operations can be reduced to three words: people, product, and profits”



“I certainly wouldn’t invest in the stock market. I never believed in it. Most people lose money because of the emotional difficulty involved.”



"I took that attitude, the ruthless, relentless, win-at-all-costs attitude



Closer to home – What we see...

- Requests to award non-competitive contracts
- Late bids
- Mandatory – REALLY????
- Requests to extend solicitation dates
- Cooperative contracts – for profit/not for profit
- What do you see???



Code of Ethics -



All UPPCC certificants as well as applicants and candidates for UPPCC certification must subscribe to the following ethical principles. Breaching this Code of Ethics will be just reason for revocation of UPPCC certification.

- I will seek or accept a position of employment only when fully in accord with the professional principles applicable thereto, and when confident of possessing the qualifications to serve under those principles to the advantage of my employer.
- I believe in the dignity and worth of the services rendered by my employment and the societal responsibilities assumed as a trusted public servant.
- **I shall be governed by the highest ideals of honor and integrity in all public and personal relationships in order to merit the respect and inspire the confidence of my employer and the public served.**
- I believe that personal aggrandizement or personal profit obtained through misuse of public or personal relationships is dishonest and intolerable.
- I will identify and eliminate participation of any individual in operational situations where a conflict of interest may be involved.
- I believe that individuals that possess UPPCC certification should at no time or under any circumstances accept directly or indirectly, gifts, gratuities or other things of value from suppliers, which might influence or appear to influence purchasing decisions.
- I will keep my governmental organization informed, through appropriate channels, on problems and progress of applicable operations by emphasizing the importance of the facts.
- I will handle all personnel matters on a merit basis. Politics, religion, ethnicity, gender and age carry no weight in personnel administration in the agency being directed or served.
- I shall not seek or dispense personal favors that are in conflict with my profession. I will handle each administrative problem objectively and empathetically without discrimination.
- I subscribe to and support the professional aims and objectives of the Universal Public Procurement Certification Council.

So..... How ethical are YOU?



- Ethicability Moral DNA Profile by Roger Steare
Professor of Organizational Ethics at the Cass
Business School.
- The Ethical Dilemma Challenge
<http://www.allthetests.com/quiz31/quiz/1416409939/>

SUMMARY

THE TRUTH OF THE MATTER IS THAT YOU ALWAYS
KNOW THE RIGHT THING TO DO.
THE HARD PART IS DOING IT.
NORMAN SCHWARZKOPF

“There is no right way to do a wrong thing” Harold S. Kushner, *Living a Life That Matters: Resolving the Conflict Between Conscience and Success*

