

CONFUCIUS
CHARACTER
VIRTUE
ETHICS
GOODNESS
INTENTION
MORALS
MOTIVATION
ARISTOTLE
INTENT

Ethical Leadership

SASBO / LASBO Joint Conference

New Orleans, LA

March 2025



Ethical Leadership Defined

Leadership is a process in which an individual influences a group of individuals to achieve a common goal. (Northhouse, 2022).

- 1. Ethical leadership provides a system of principles that guides leaders in making decisions about what is right or wrong and good or bad.
- 2. Ethical leadership focuses on what leaders do and who leaders are as directed by their ethical values.
- 3. The moral development of a leader guides their ability to display ethical leadership in their actions.





Principles of Ethical Leadership

- Ethical leaders respect others.
- Ethical leaders serve others.
- Ethical leaders are concerned with fairness and justice.
- Ethical leaders are honest.
- Ethical leaders build community and promote collaboration.

Ethical Leadership

Strengths

Establishes ethical norms and expectations

Improves performance related outcomes

Increases well-being and reduces burnout

Creates positive work cultures

Critics

Leaders' morals may not influence followers' behaviors

Millennials are less likely to respond to ethical appeals due to desires for extrinsic rewards

Limited research on effects of ethical leadership.

Application

Characteristics include humility, empathy, listening, etc.

Commitment to grow others

Mentoring/Coaching

Positive Organizational Culture

Challenges to Ethical Leadership

The dark side of leadership exemplifies leadership that is unethical and destructive.

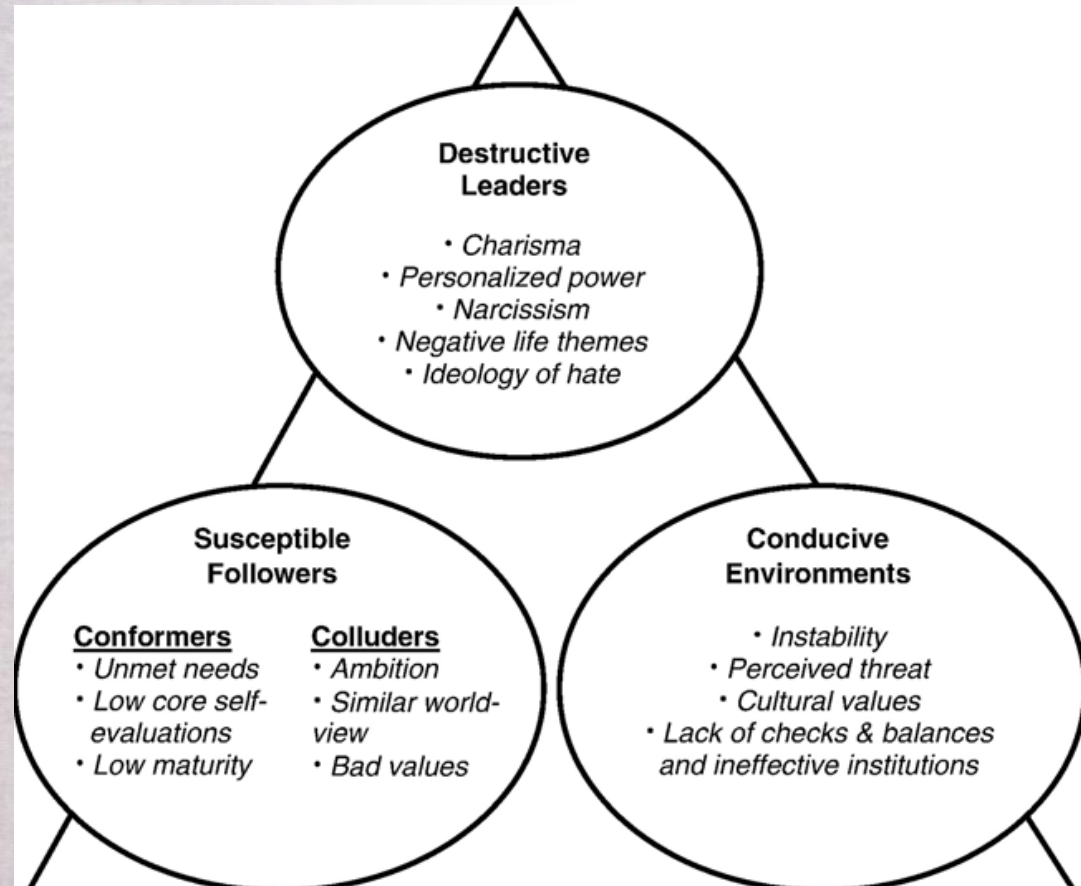
Toxicity that combats ethical leadership includes:

- Lack of integrity
- Arrogance
- Reckless disregard for actions
- Managerial incompetency
- Self-promoting efforts





The Toxic Triangle



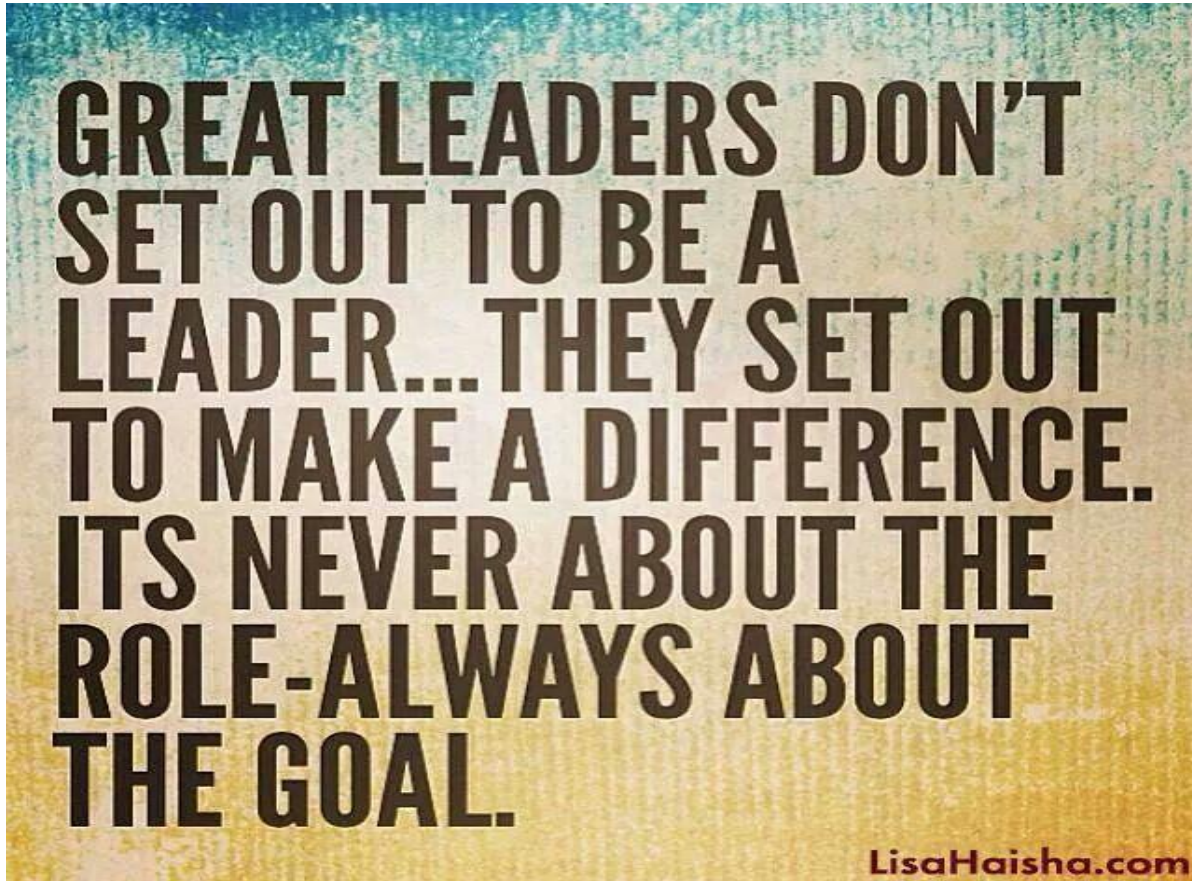
Reflection Activity

Which type of ethical leader are you?

- a. Duty Ethical**
- b. Utilitarian Ethical**
- c. Virtue Ethical**
- d. Caring Ethical**
- e. Egoism Ethical**
- f. Justice Ethical**



Questions / Discussion



Contact Information

Christina Berta

Virginia Department of Education
Christina.p.bertha@doe.virginia.gov

Anya Bailey Randle

Louisiana Department of Education
Anya.Randle@la.gov