



OK ETHICS®

The New Normal: *Covid in the Company*

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Covid Realities



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- There is probably no *Certain Path* to moving forward
- Every company is unique
- What works in some companies may not work in others
- We will never have full agreement
- My goal is to share some ideas/tools to address this within your organization



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Agenda

- Philosophy Class (Don't Fall Asleep!)
- Compliance versus Ethics
- The Structure of a Corporate Culture
- The Role of Leadership
- Takeways



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GREEK PHILOSOPHY PLATO AND ARISTOTLE

FOURTH CENTURY BCE

Plato and Aristotle



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- ***Rule Based*** Ethics/Compliance
 - **Government:** There are specific rules that govern how we should conduct our lives.
 - **Corporations/Families/Groups:** Within closed groups, internal rules may be established.

- ***Situation Based*** Ethics/Compliance
 - While rules form the grounding of our beliefs, there are times when the rules should be adjusted.



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Rule Versus Situation Examples



- Is it ever okay to tell a lie?
- Is killing sometimes permissible?
- May we sometimes steal?



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What is Compliance?

What is Ethics?



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Compliance Versus Ethics

- Compliance tells us what we ***must*** do
 - Laws
 - Contracts
- Ethics tells us what we ***should*** do
 - Beliefs
 - Culture
 - Values



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Ethical Grounding and Values



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Each of Us Has *Unique* Values

My Values

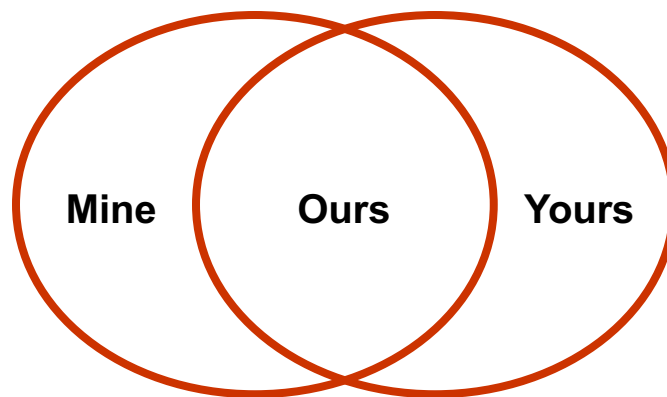
Your Values



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Overlapping Consensus*



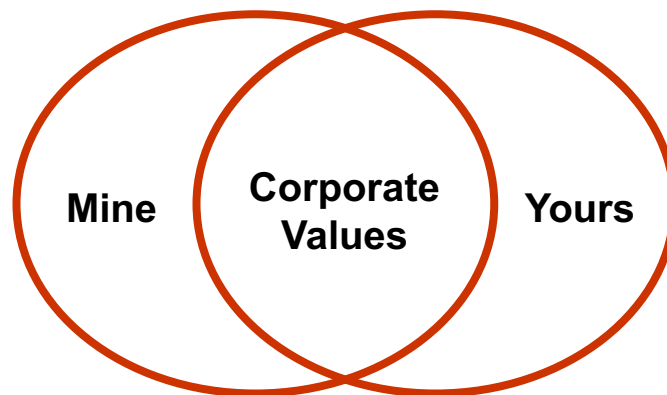
***John Rawls**



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Corporate Consensus





Human Value

- **Instrumental Value:** The value of a person based upon skills.
- **Bestowed Value:** The value bestowed upon a person based upon position.
- **Inherent Value:** The value of a human beings simply because they are a human beings.



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Every Company Develops Unique Values Which Become The Culture



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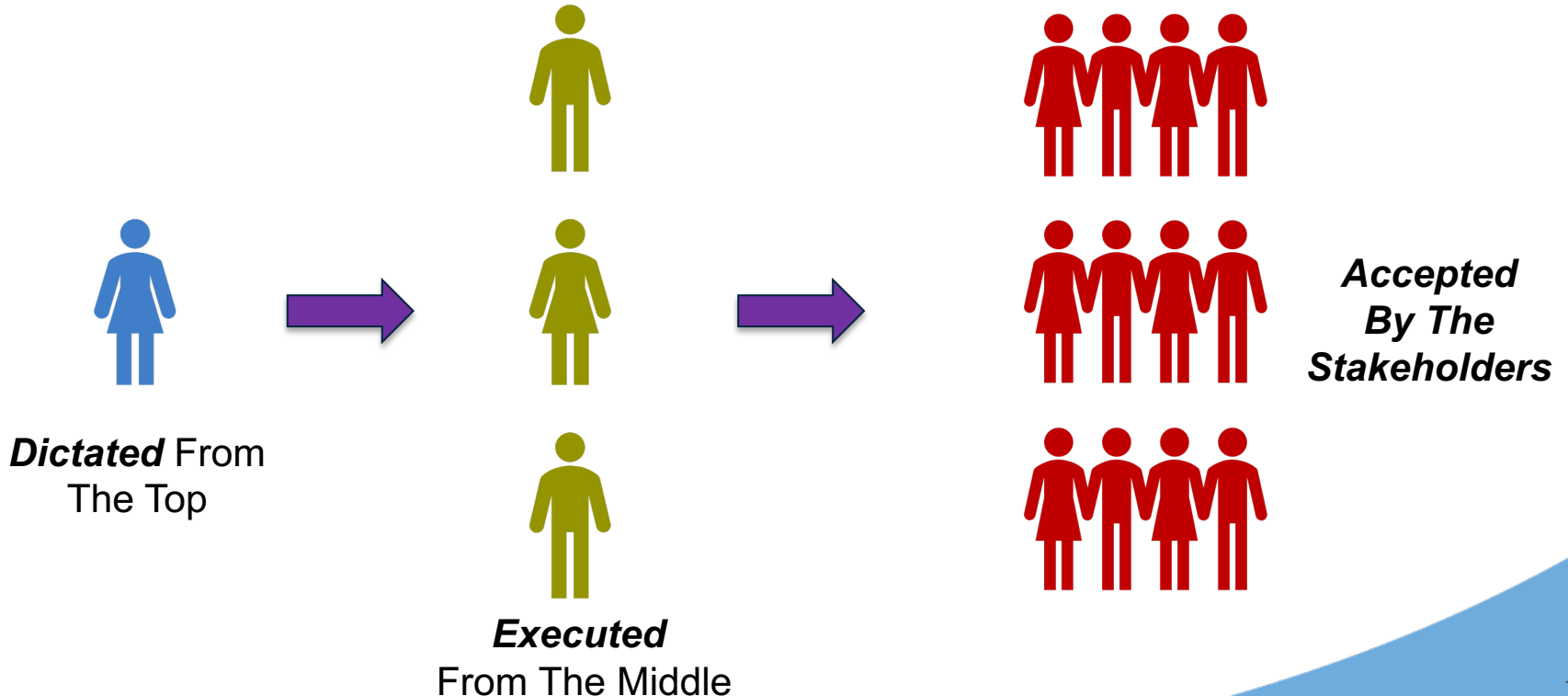
The Structure of a Corporate Culture

Structure of a Rule Based Culture



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Structure of a Situation Based Culture



Bestowed Value: Leadership



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- Good Leaders know they can make mistakes; and are willing to admit it when they do.
- Good Leaders make decisions after LISTENING.
- Lunch with the Chairman
- Leaders Make Decisions: If a Leader is looking for consensus, we don't need a leader, we need a committee chair.

Covid Takeaways ????



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- Rule Based:
 - Oklahoma is Open
 - Federal Law may apply
- Situation Based:
 - Within your organization, you will set the tone
 - Perhaps strict, perhaps not
- Leadership:
 - Listen
 - Decide



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