Ethical Leadership

DURATION: 60 minutes

TEACHING METHOD: Discussion

READING: Student Guide, linked articles

LESSON OBJECTIVE: This lesson seeks to introduce the concept of ethical leadership, its value, and its potential for CAP.

DESIRED LEARNING OUTCOMES (DLO):

1. Understand the concept of ethical leadership.
2. Apply the traits of ethical leadership.
3. Explain the benefits of ethical leadership and the impact of influence of leaders on the organization.
4. Understand how CAP can create an ethical culture.
5. Apply methods for improving ethical leadership skills and organizational culture.

LESSON STRATEGY: This lesson is designed to help leaders think about ethical leadership and an ethical organizational culture to the benefit of CAP.

INSTRUCTOR NOTE: This lesson focuses on the principles and traits of ethical leadership. Students should complete the assigned Student Guide before coming to the class. This allows you to spend most of your time on discussion questions and any exercises or case studies offered. Survey the students to see how well they've absorbed the materials and adjust your plan as necessary.

REVIEW: Ask the students if they have any questions about the reading. If they have questions, answer them. If not, proceed with a short review. Ask the students to share the most important points from the reading. Encourage students to share stories from their own units. If necessary, develop cases to enhance discussion.

BRIDGE: Now that you have learned about ethical leadership, let's discuss it and apply it.

SUGGESTED DISCUSSION QUESTIONS: Feel free to add or adjust questions as necessary to meet the students' needs as well as the unique conditions for your squadron.

Lead off question: Had you heard about ethical leadership before?

Supporting Question: What are the important traits of ethical leaders?

Supporting Question: How does ethical leadership impact organizations in a positive way?

Supporting Question: What are some examples of how unethical leadership has negatively impacted organizations?

CLOSELY RELATED LESSONS: Strategic/Executive Leadership, Mentoring, Developing Staff and Succession Planning, Committees and Teams

EXERCISE:

Take the Ethical Leadership Self-Assessment. Use the results to make an ethical leadership action plan to improve your skills. Share the action plan with your instructor and mentor for feedback. The action plan should be in the form of a background paper using the template on the publications page.

Observe your organizational culture. What positive ethical leadership qualities and indicators do you see? What areas of concern do you see? Make an action plan to improve your organization/team/etc. Share the action plan with your instructor and mentor for feedback. The action plan should be in the form of a background paper using the template on the publications page.

CASE STUDIES:

1. You are riding in a CAP vehicle and the driver begins using a cell phone while driving. What could you do?
2. You notice a cadet in a unit that has a great attitude and works very hard. Over time, as you see the cadet at activities, you learn the cadet is a foster child and the family will not pay for the cadet to attend activities. The cadet is an amazing young leader and would benefit greatly from attending an NCSA. Several members offer to pay the fees for the cadet to attend. Is this ethical? Why or why not? What might be a better option? What assistance might be available to help this needy, deserving cadet?
3. Use an experience you have had in leadership or command to share an ethical dilemma with students. Be sure to remove or change any details that might identify members or the specific situation.