



Arthur J. Gallagher & Co.



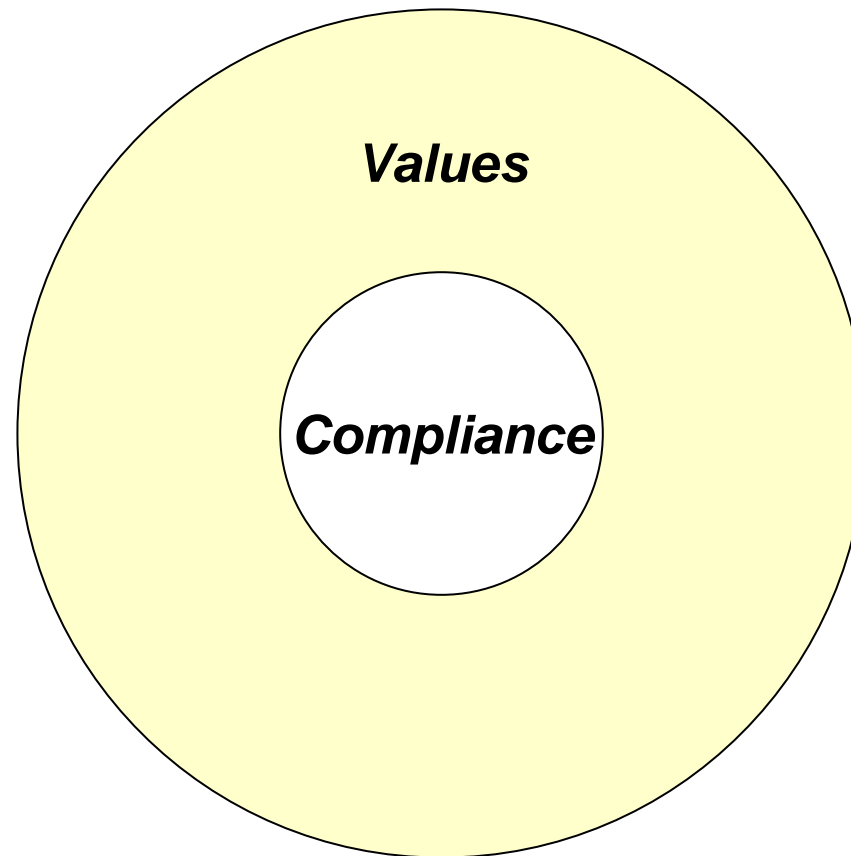
Ethical Decision Making The Good News

FERMA Conference – June 17, 2009

Clarification

- Compliance tells us what we “must” do.
- Ethics tells us what we “should” do.
- Compliance is about law; Ethics is about values.

Ethics



Values

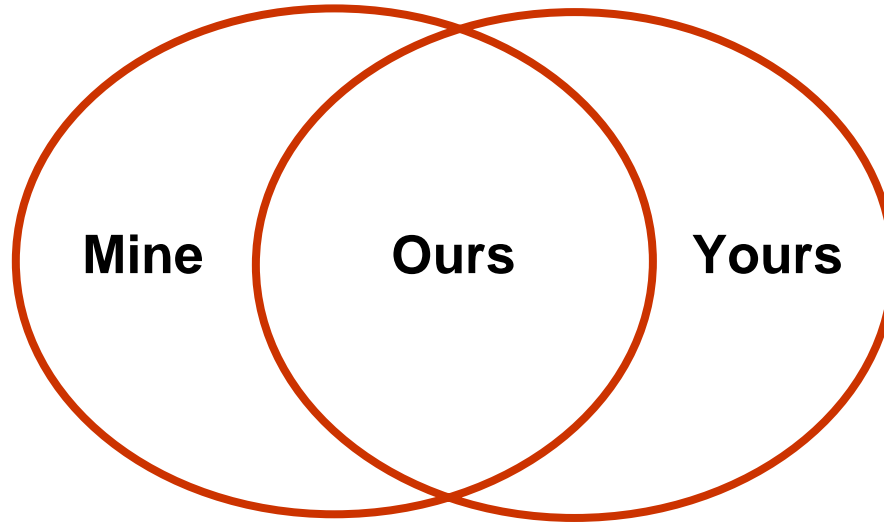


My Values



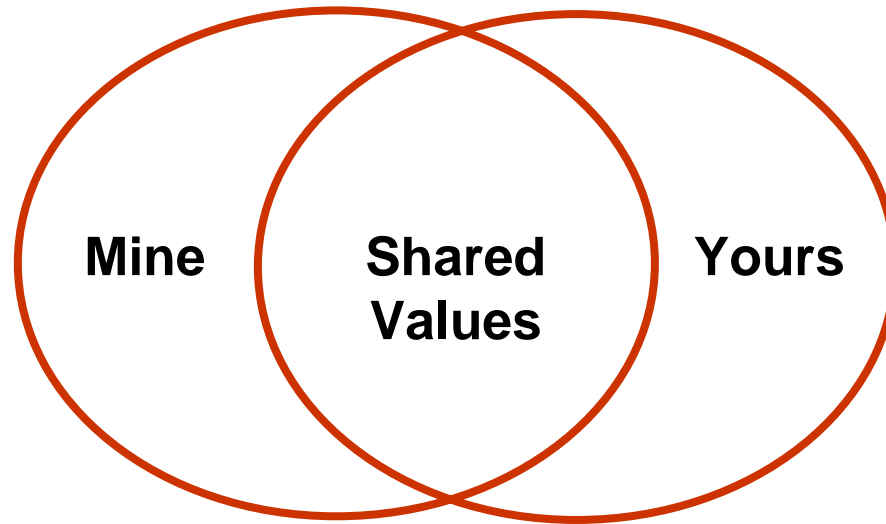
Your Values

Overlapping Consensus*



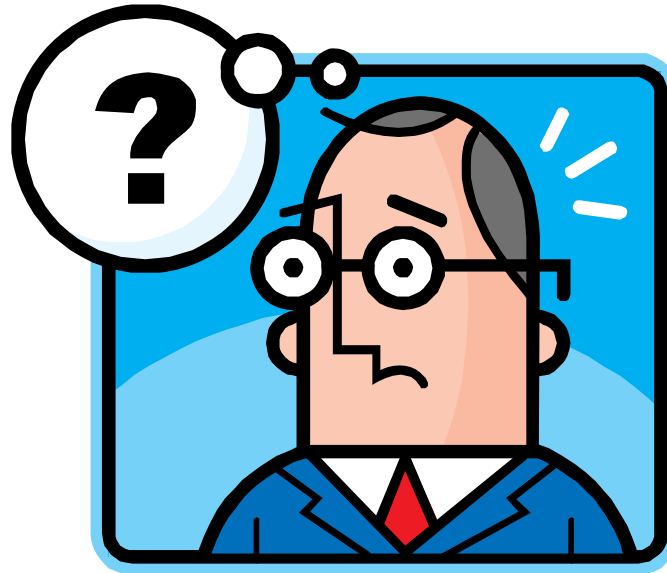
*John Rawls

Organizational Values



***John Rawls**

So . . . How Are You Doing?



Answer

I've invaded your privacy.

Flagler County

In order to provide an internally competitive education to all students, teamwork, open communication, honesty and trust, must be part of all working relationships.

Putnam County

The District School Board of Putnam County, Florida is dedicated to the individual and his/her pursuit of excellence. We are committed to a belief in the worth and uniqueness of the individual. In order to foster each individual's potentialities, the educational environment should offer varied opportunities for successful learning and growth . . . we must constantly tap the gifts and talents of all students and, thereby, develop their particular strengths and interests.

Highest Student Achievement Pinellas County

Accomplishment of this aim will mean that all graduates from Pinellas County Schools will be able to read, write, speak, listen, use mathematics, think critically, solve problems and live responsibly in preparation for success in life's roles.

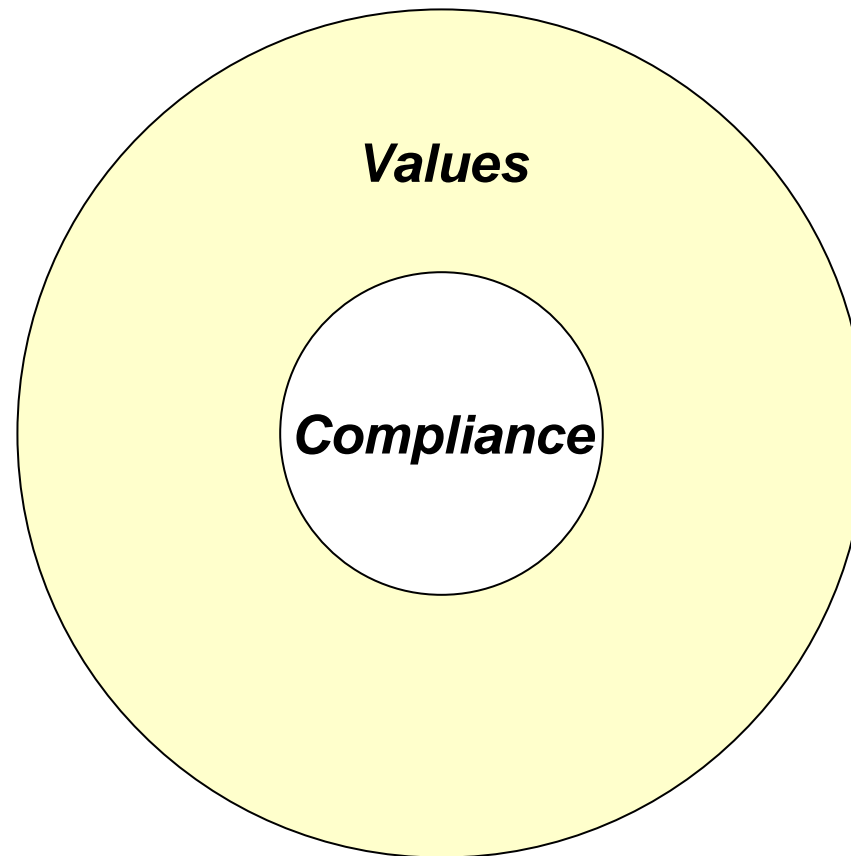
High Performing Work Force Pinellas County

Successful accomplishment of this goal area will mean that employees in every part of the organization understand clearly how their job supports student achievement and are actively engaged in continually improving their skills as individuals and team members. District systems provide improvement and involvement opportunities for employees and employee job satisfaction is evident.

Broward County Beliefs

- We must treat all individuals with respect and dignity.
- Stakeholder involvement and input are valuable tools for decision-making.
- Learning must take place at home, in school and in the community.
- Stakeholder involvement, which includes partnerships with parents, community, businesses and governmental agencies, enhances student achievement.

Ethics



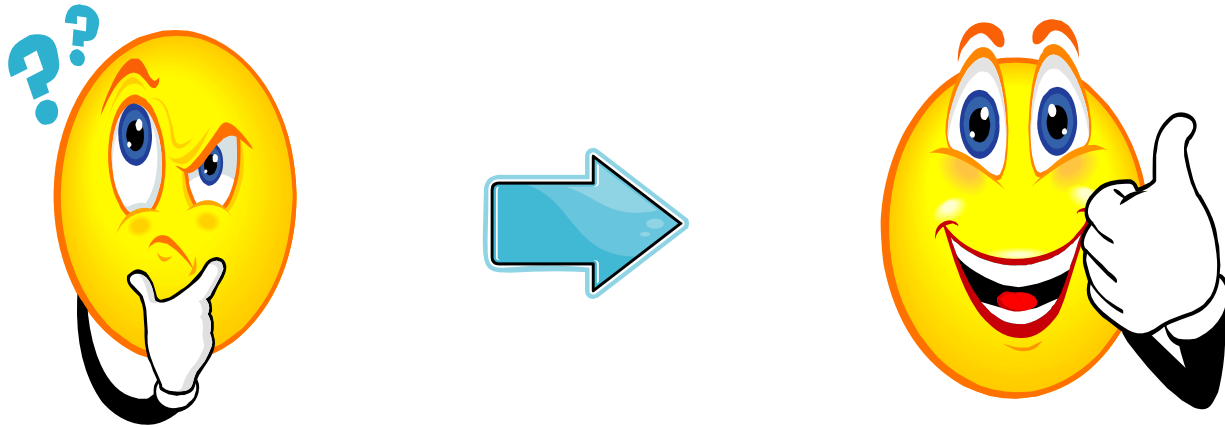
Ethical Decision Making

- A mental process based upon the values, or grounding, that we bring to the table.
- An intentional action grounded in our values.
- A conclusion resulting from a clear understanding of our priorities.

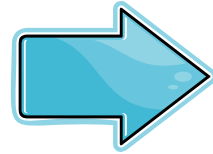
So, How Does It Work?



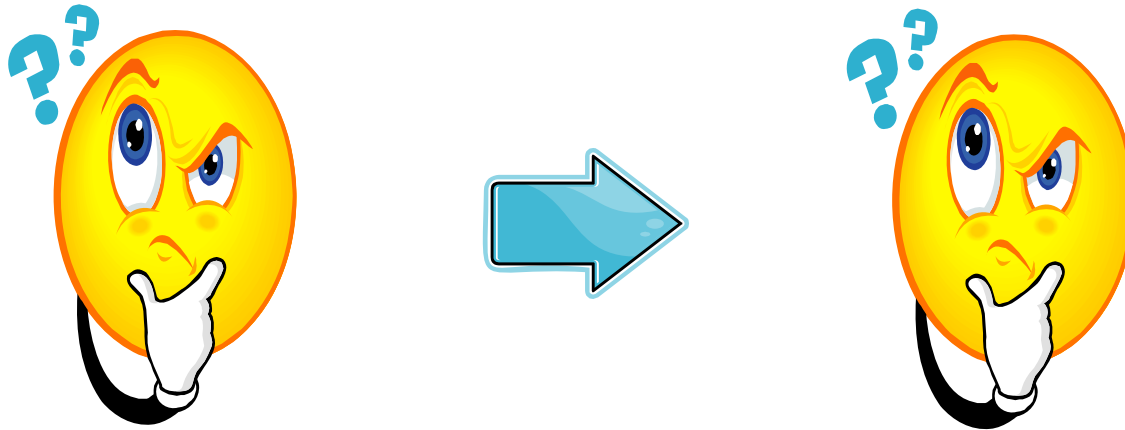
Brain Function



Brain Function



Brain Function

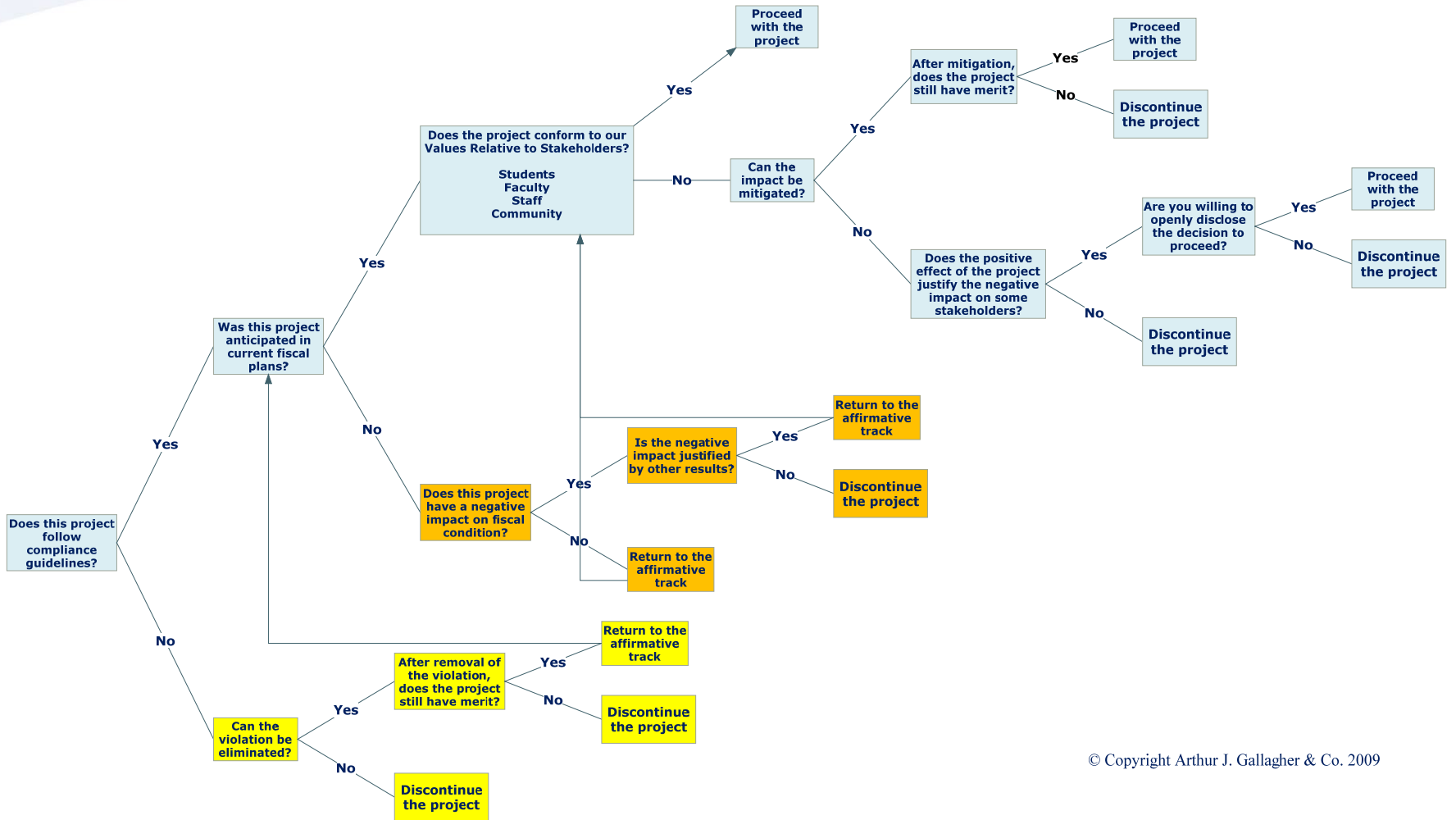


Sometimes We Need To Unpack Things



The Ethical Decision Tree

Ethical Decision Tree

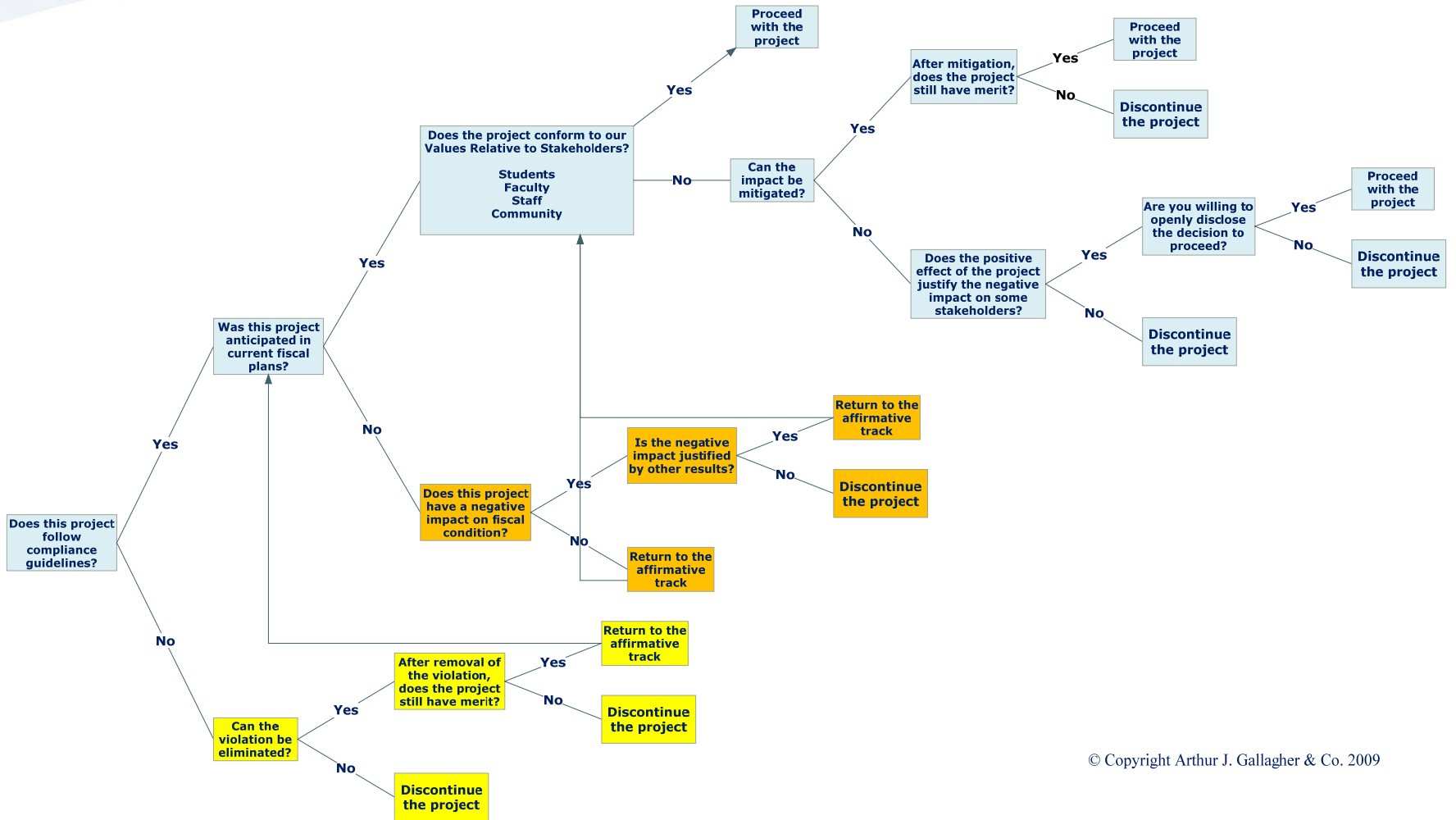


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Three Branches

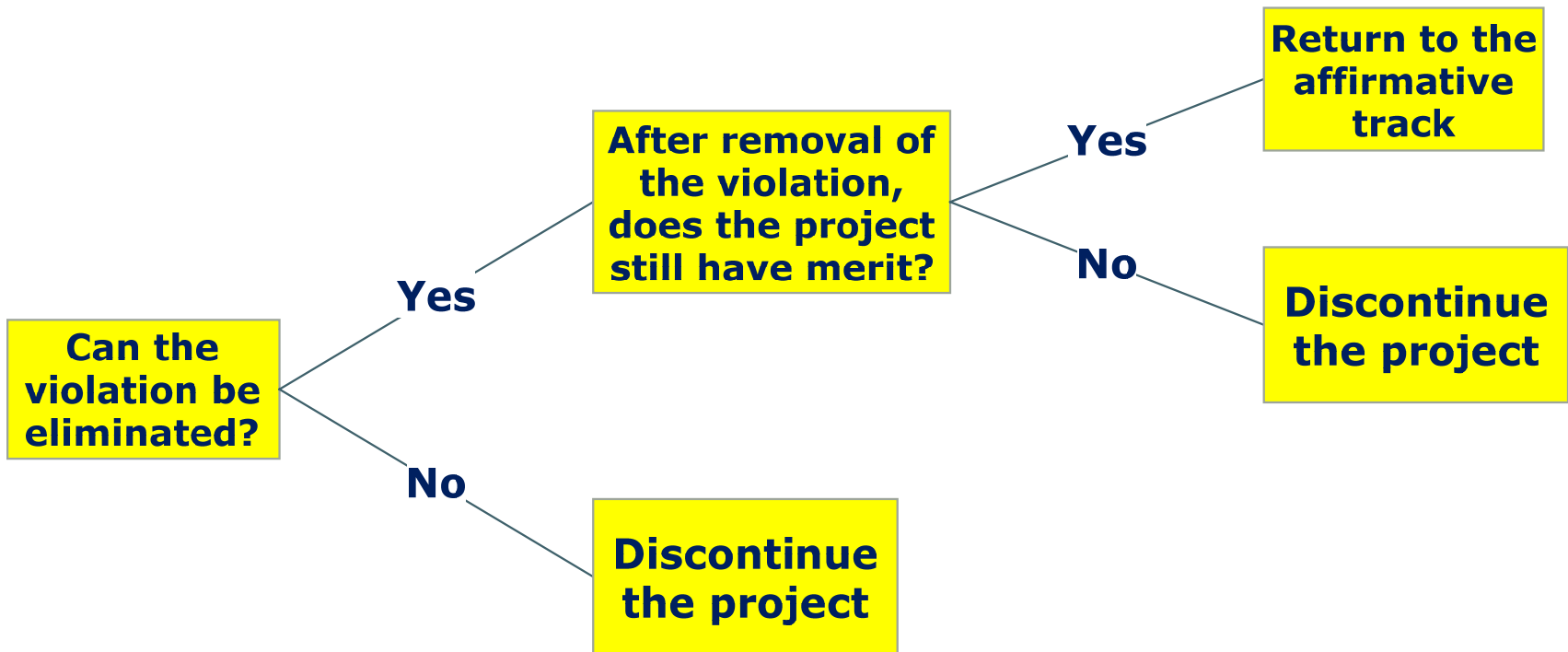
- Compliance Branch
- Fiscal Branch
- Stakeholder Branch

Ethical Decision Tree

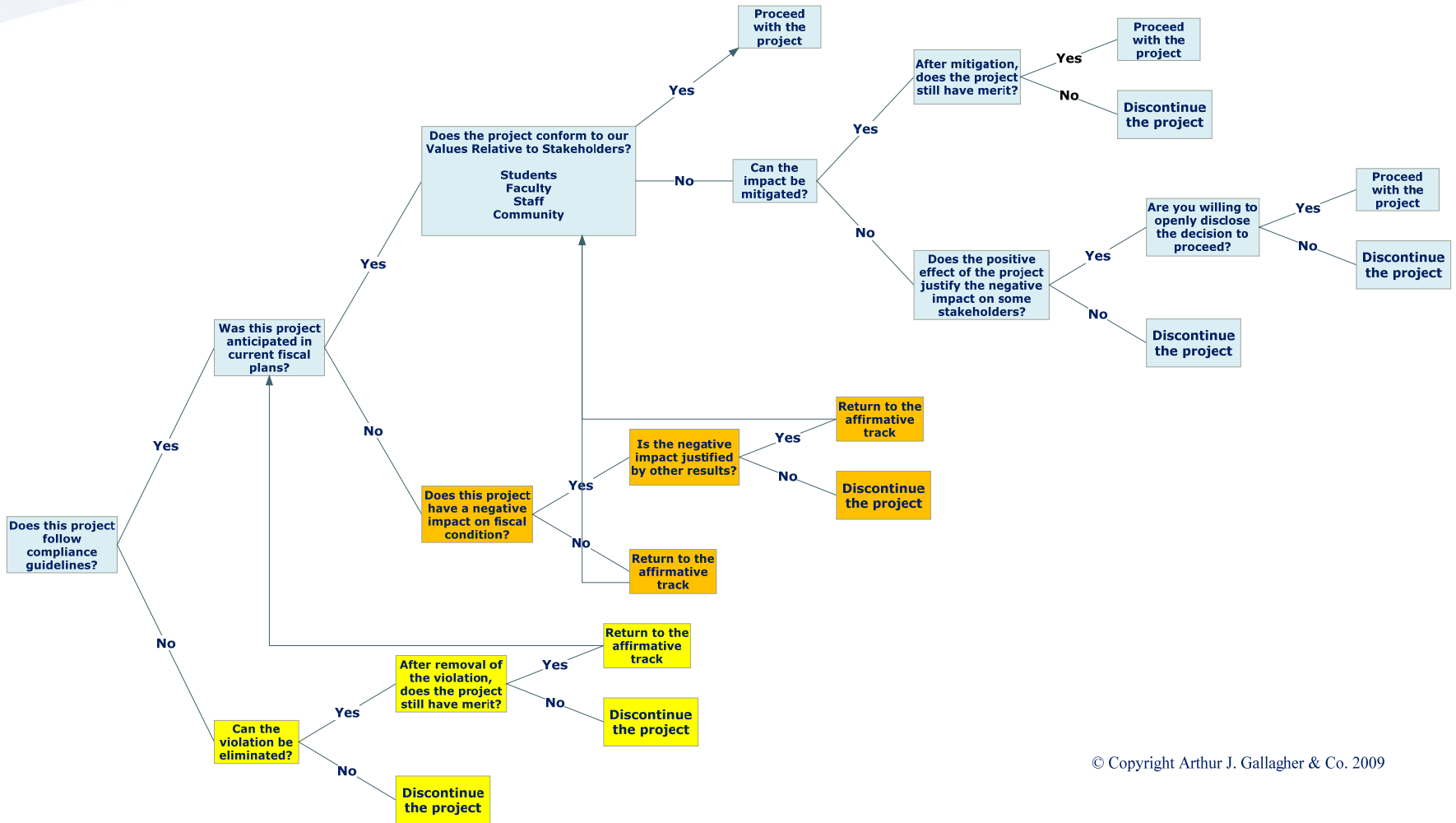


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Compliance Branch

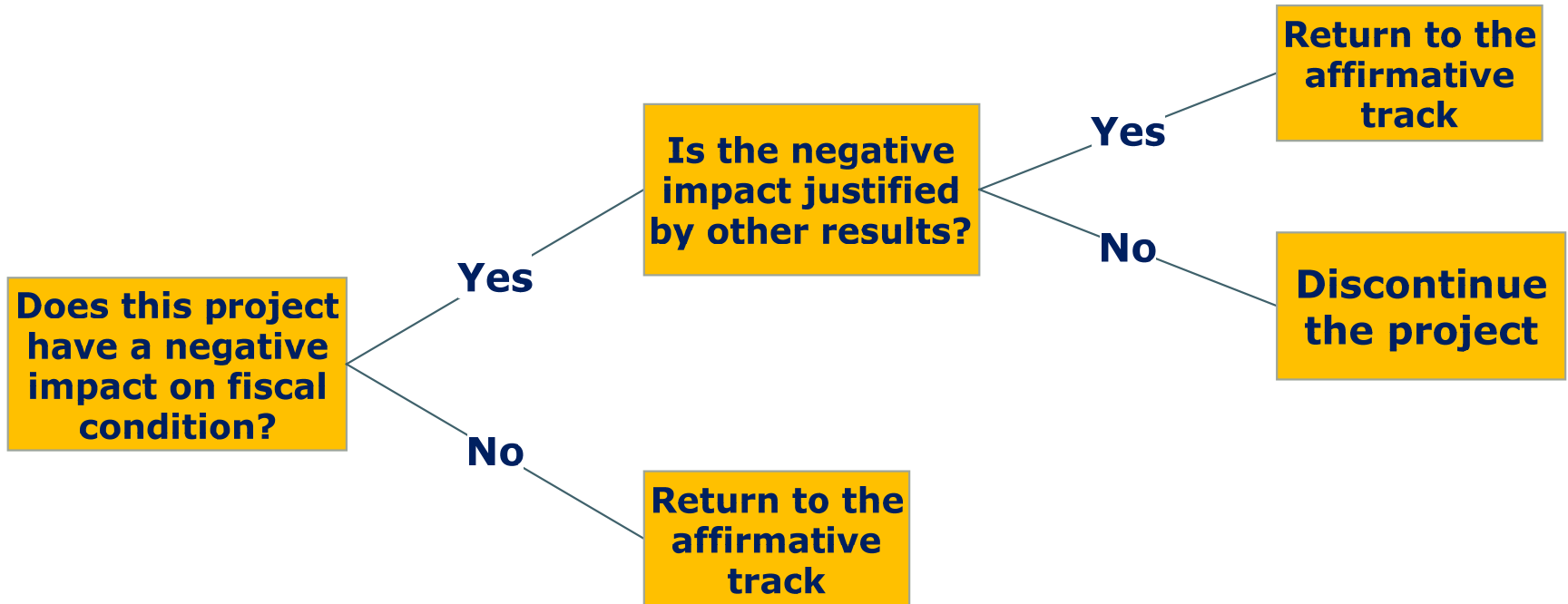


Ethical Decision Tree

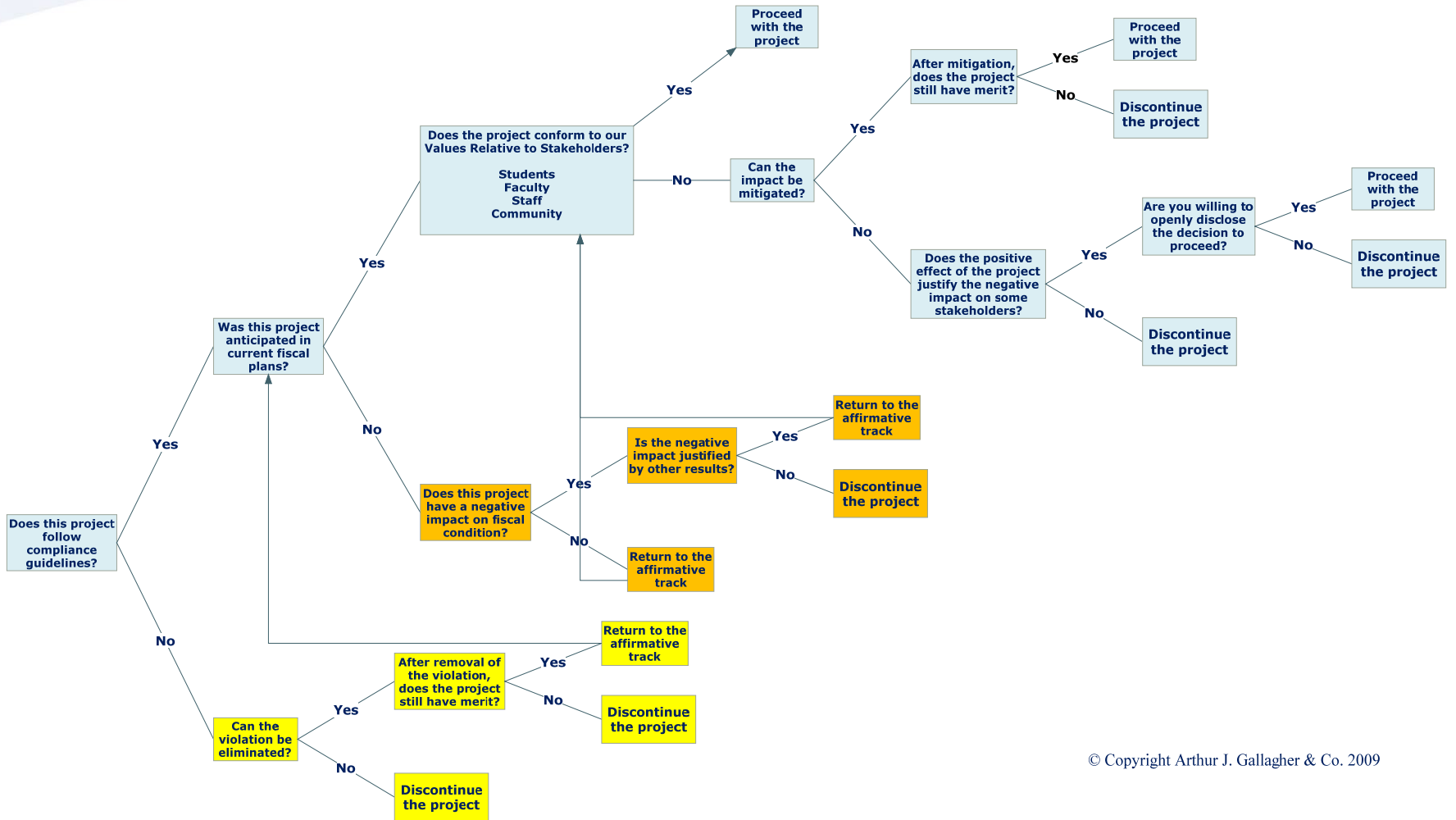


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Fiscal Branch

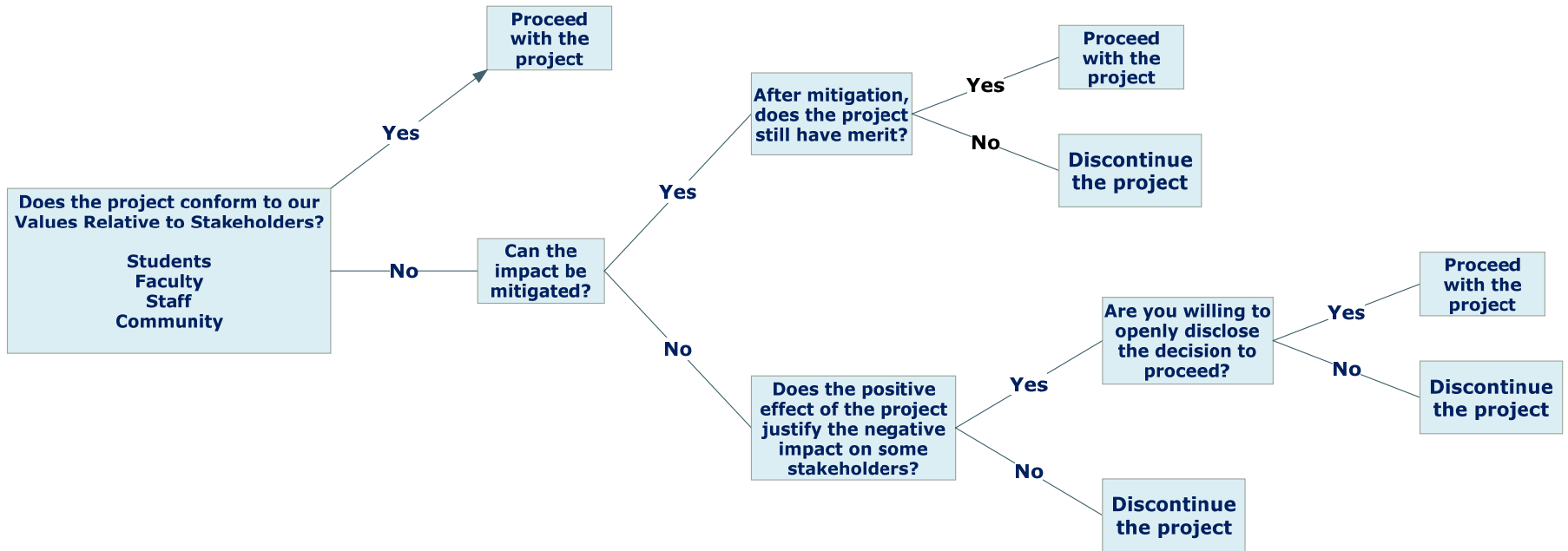


Ethical Decision Tree



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Stakeholder Branch



The Process

- Establish Your Grounding
- ***Boldly*** Communicate Your Grounding
- Follow Decision Tree Thinking
- ***Clearly*** Communicate Your Decisions

**Opening your mind has the same goal
as opening your mouth:
To shut it on something solid**

G. K. Chesterton

It is the mark of an educated mind to be able to entertain
a thought without accepting it.



Aristotle