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Leading with values: creating a safe organisational culture

CORE VALUES

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What is moral leadership?

1. Values led

2. Modelling ethical behaviour

3. Nurturing a culture of continuous improvement

Values led

Values are the core ethics or principles which a charity will abide by no matter what. They are foundation for a safe workplace culture

- Can you name your charity's values? (without looking online!)
- Do you use your values in recruitment?
- How are your values reflected in your business plan and strategy?

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Modelling ethical behaviour

If a culture isn't consciously and decisively created by a charity's leaders then one will develop by itself over time

- How do you ensure your secondary aims don't eclipse your primary aims?
- Do your actions match your words?

Culture of continuous improvement

Moral leaders recognise that there is always room for improvement, both within their charity and as leaders

- How does your organisation talk about failure?
- Do you and your colleagues receive training?
- How do you respond to disagreement?

# Challenges and barriers to good leadership Societal factors

- Gender inequality
- Lack of diversity
- Imbalance of power
- Models of leadership

Challenges and barriers
Sector frameworks

- Public perception
- Increased demand and reduced funding
- Small training budgets
- Government support
- Transparency being mistaken as poor practice
- Overreliance on DBS checks
- Prioritising hard over soft targets
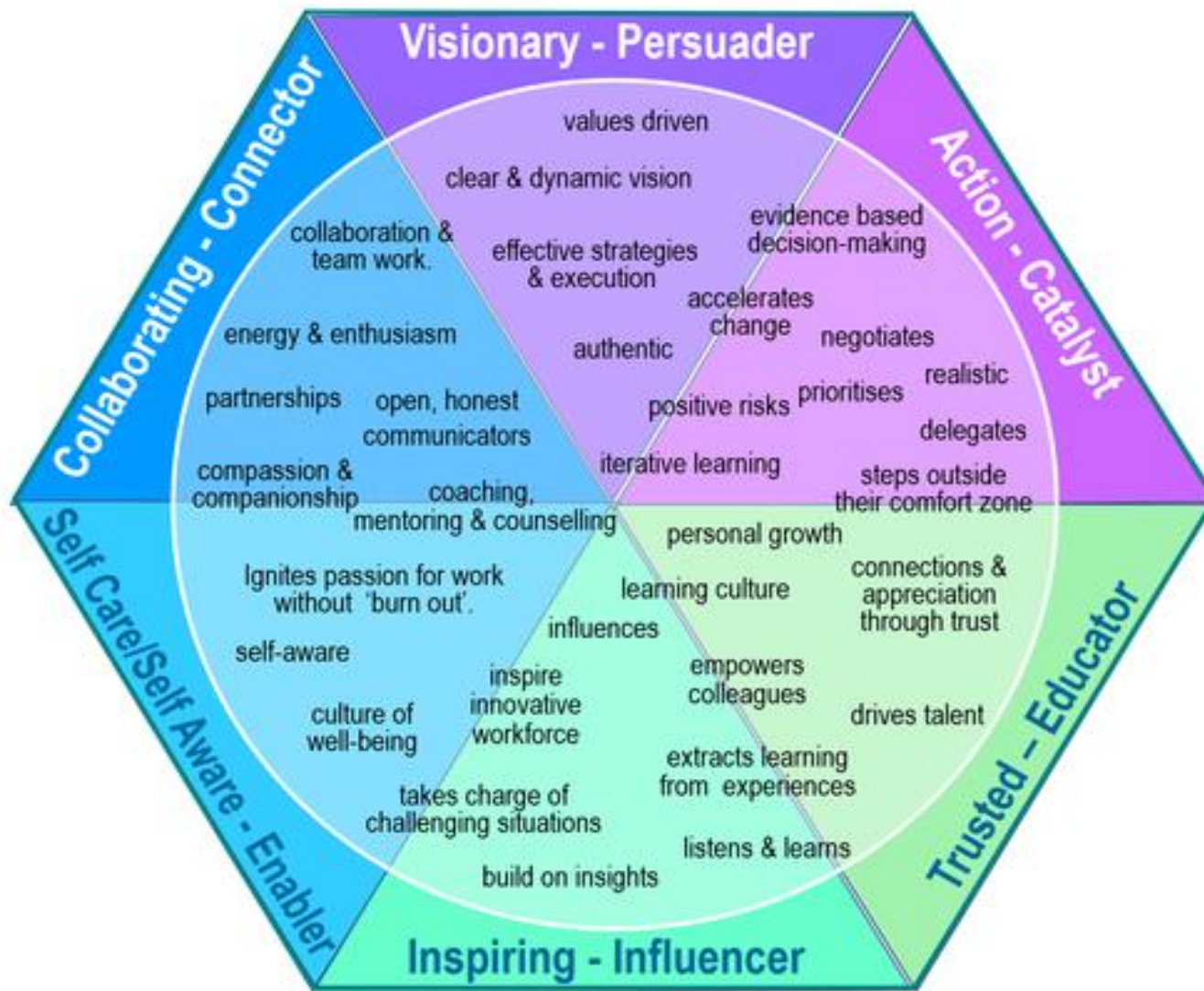
What next?
Bullying research

- ACEVO is working with the Centre for Mental Health on bullying research
- Research seeks to understand the conditions in which bullying occurs, its effects on individuals and why it can continue unchecked
- Report due out early June

Thank you