

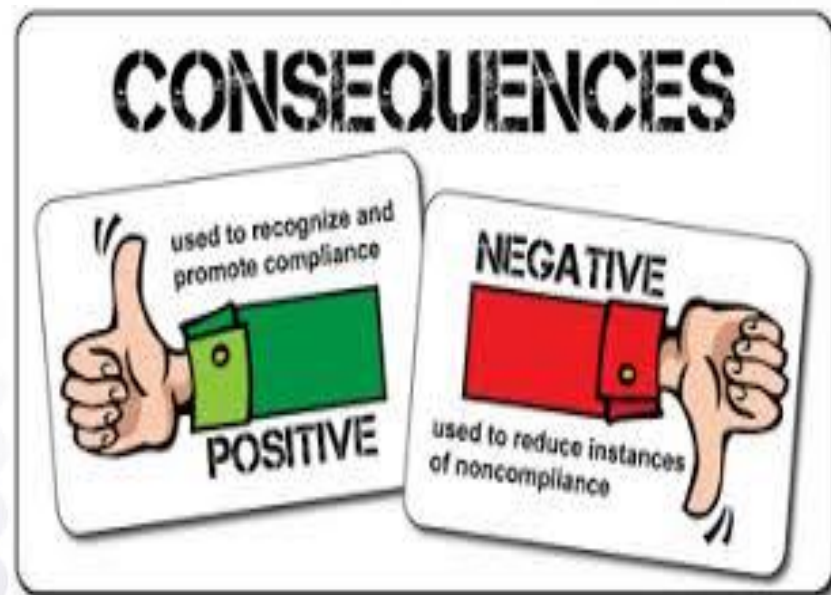


legacybowesgroup

Your Talent Management Specialists

Truth or Consequences

Ethics and Professionalism at Council



Growing Political Incivility



Bullying – Sexual Harassment



Really?

just
another
example

Manitoba Ombudsman 2016

- 27 investigations, zoning bylaws, mtg notification, compliance orders, customer service issues
- 4 conflicts of interest
- 74 complaints regarding FIPPA(Freedom of Information and Protection of Privacy) issues
- 3 issues of PHIA (Personal Health Information Act (PHIA)
- 2 Performance audits by Auditor General

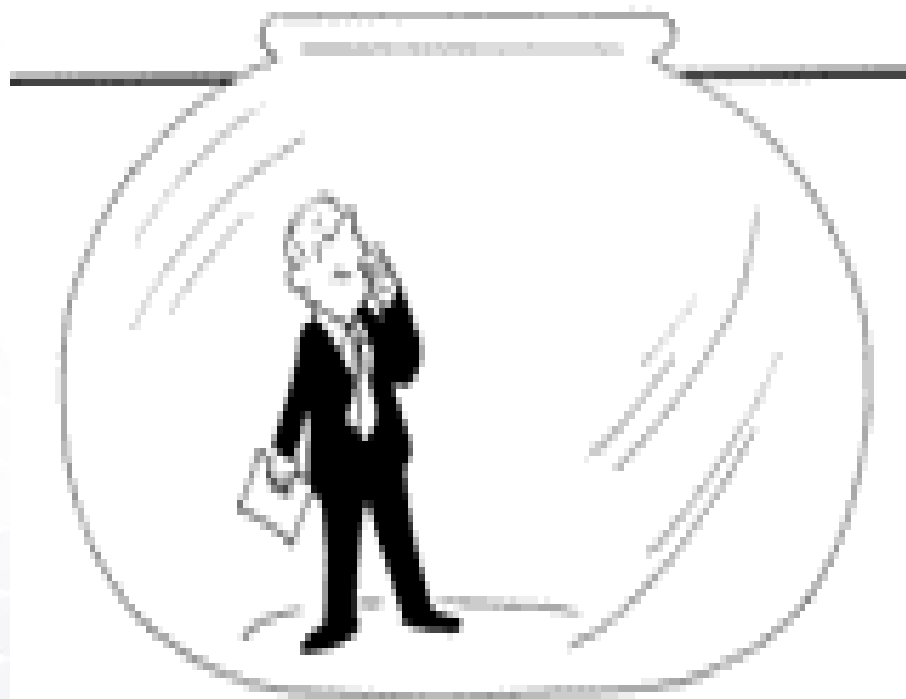
Consequences?



The Truth about Public Trust!

	Municipal	Provincial	Federal
Wasteful spending	74	79	74
Not responsive to citizen priorities / needs	62	72	78
Poor decisions / don't agree with policies	66	65	68
Cannot be trusted	44	63	60
Corruption	44	62	58
Inadequate services	32	54	56
Lack of leadership	50	49	51

Why Should You Care?



Why Should You Care?

The most expensive
thing in the world is

TRUST

It take years to earn
and just a matter of
seconds to lose.

The Key is Ethics and Professionalism



Ethics is Every Day Behaviour!

A Continuum

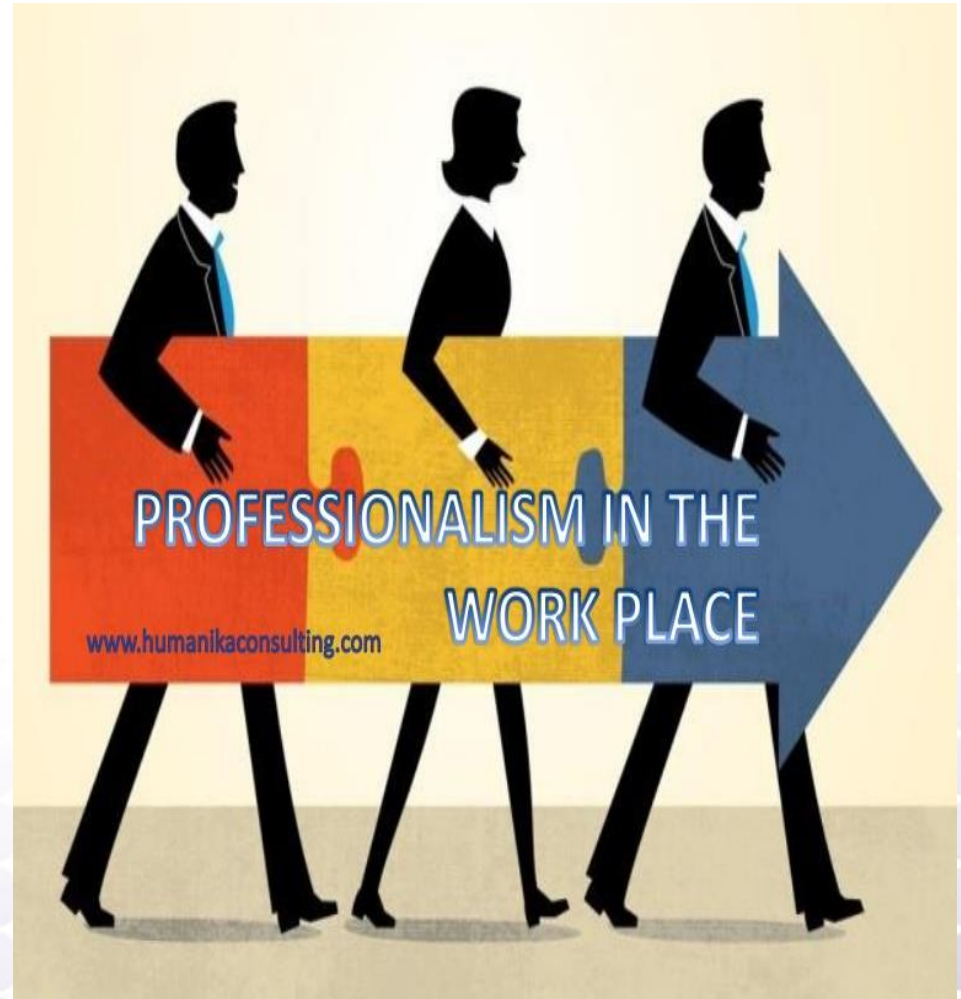


The Result?

BREAKING NEWS!!!!



Respectful Workplace



Every Person's Bill of Rights

- The right to be:
 - Treated with respect
 - To have and express feelings and opinions
 - Change one's mind
 - To be listened to and taken seriously
 - Set personal priorities
 - Say no without feeling guilty



Councillor Bill of Rights!

- Fellow councillors run for the same reason
 - They believe in the common good...
- Councillors have different views of how to reach municipal goals and that's ok
- Councillors have the right to be heard and respected for their ideas
- Sometimes navigating amongst the aggravating



Be a Role Model



- Know yourself well, know yourself under stress
- Do not engage in any behaviour that could be deemed disrespectful! Period!
- Be vigilant with your choice of words
- Keep vigilant oversight of your office and organization

Protect Your Employees

- Take all precautions to protect employees
- Educate yourself and staff about respectful workplace behavior
- Ensure employees work in a safe manner
- Deal with issues quickly

**SPEAK OUT!
STOP HARASSMENT**



Protect Your Council

- Take all precautions to protect your colleagues
- Educate yourself on respectful workplaces
- Ensure your council workplace is safe to speak up and express one's views Deal with issues quickly

**SPEAK OUT!
STOP HARASSMENT**



Be a Role Model

- Respectful workplaces are a top down endeavor
- The people at the top have to walk the walk
- Talk the talk in order for it to work



Think!

What would Grandmother Say?



When *attitude* is changed
When *thought* is changed
When *behavior* is changed
When *action* is changed

thought is changed
behavior is changed
action is changed
result is changed

Final Thoughts

*“Legislation, regulations, policies, procedures, committees, managers, human resources specialists, unions and government agencies don’t manage workplaces. **People do.**”*

Truth or Consequences

*Thank
you*

