

Ethics Workshop – Crisis Prep
Test – Why – What WE can Learn
Ethics and Leadership Roles
Model for Ethical Decisions
Crisis Management Steps
Crisis Management Template

Crisis Management 101

Ethics workshop

- Continuous learning
- **Crisis Prep** – process / reflect / learn / prepare
- 3 pts to ponder (*see notes – Pres Erikson*)
 - 1- What impact does Penn State 2011 Athletics Program-Scandal have on your definition of ethics?
 - 2- What impact does it have on your leadership philosophy now?
 - 3- What can we learn from it?

Class expectations - reflection

- **Pick 1 thing** you-we can learn from the Penn State Crisis of November 2011
- Write down now – keep – USE AS TEST
**will add to this – notes – examples – ideas*
- Edit YOUR PHILOSOPHY?
- Apply to portfolio?

Why

- **Why deal with?**
 - **Examples - not preaching – Real Stories**
 - Sept 11th story
 - Tragic stories (suicide / plane crash / cancer)
 - Head coach resigning – interim HC – staff fired
- You will be judged by how you lead in a crisis!***
- Prepare for the crazy (*anything-everything*)**
- Learn from past experiences – *Real Research***
- Learn from case studies – *Real Research - Peers***

What we can learn

1. How you define Ethic's is important
**Keep Sound – communicate to staff-athlete's*
2. Definition of Leadership – How you Lead
**Keep Simple – Consistent – Real*
3. Plan for How to apply – your role - manager
**Prepare 2 extremes and fill in the middle*
4. Contingency Plans for the Good-Bad-Ugly

Ethics – Class definitions

- Integrity / honesty / moral conduct
- Actions one demonstrates based on morals
- Clean ethical decisions / not easy / honor
- Zero tolerance / no-nonsense / hide nothing
- Ethics identifies a human being
- Conforming to accepted pro standards of conduct (Sabock, 2)
- Protect student from conditions of harm-NEA
- Difference between legally & morally right
- Do the right thing when no one is looking
- Do what is right no matter the consequences
- Character over reputation (John Wooden)

Leadership – Class definitions

- Standards / beliefs / responsibility / trust
- Lead by example / Lead constantly
- You represent / confront and resolve conflict
- **With great power comes great responsibility**
****(quote from spider man – might be the best)*
- Prepare for things outside of your control
- Do what is right / guide / instill ethics
- Power / followers / responsibility above all
- Leadership style consistent with one's values
- Inspiring others to make decisions
- Never assume others will do the right thing

Leaders Role – BE PROACTIVE

- Resolving conflict – what is your role?

- *study others / prepare for the worst

- Coaching yourself – contingent plans

- *be yourself / police or educator or Both?

- Other scandals – examples to research

- *ohio state / smu death penalty / baylor bball

- Establishing Expectations and Standards

- Accountability – process for conflict

- *not laws / format for process / document

Model for ethical decisions

- First question to ask – “what is ideal end?”
**what objectives do you want to achieve?*
- **List your options** – obligations and potential effects to your decision
- **Consider ethical guidelines** under which you are operating (code of ethics)
- **Employ ethical principles** and theories you have defined and researched (validity-phil)
- **Make objective ethical decisions** –
understand your own bias (eliminate emotion)

Crisis management steps

- **Step 1** – identify the ideal end or objective
- **Step 2** – list options
- **Step 3** – identify the ethical guidelines under which you are operating
- **Step 4** – employ ethical principles theories
- **Step 5** – identify your own bias and how it may affect the decision

**(Outdoor Leadership, Marten, 2006)*

Crisis Management Template

CRISIS MANAGEMENT

**1st – brief description of Reward style-system (TRI) – Specific to your age level*

STEPS	PRE-SEASON	IN-SEASON	POST-SEASON
<u>STEP 1</u> STAFF (safety-legal) Identify the Ideal end or objective PLAYERS (safety-legal)			
<u>STEP 2</u> STAFF (safety-legal) list options PLAYERS (safety-legal)			
<u>STEP 3</u> STAFF (safety-legal) Identify the ethical guidelines under which you are operating PLAYERS (safety-legal)			
<u>STEP 4</u> STAFF (safety-legal) Employ ethical principal theories PLAYERS (safety-legal)			
<u>STEP 5</u> STAFF (safety-legal) Identify your own bias and how it may affect the decision PLAYERS (safety-legal)			