

Ethics: Strengthening Commitment to Compliance

Objectives:

Upon completion of the program, participants will be able to:

- Review the critical incidents that make regulations necessary
- Diagnose the cultural and social drivers that influence compliance
- Commit fewer lapses in compliance by better managing motives that conflict with compliance
- Provide constructive feedback on issues of concern.

Note: This workshop may be offered in conjunction with courses about specific topics (e.g. product-specific regulations, patient rights, harassment, and antitrust laws).

The perceptions and behavior of visitors, clients, managers, and employees are driven by distinct cultural orientations and preferences. In this workshop series, participants analyze their own cultural preferences and leverage cultural differences to strengthen their commitment to ethical conduct.

Audience:

This workshop is designed for managers and employees who must comply with regulations as part of their job. (These employees could be scientists, lawyers, nurses or security guards. The program can be customized to fit the needs of participants from across industries and functions.) The ideal workshop size is between 15-25 participants.

Length Options:

This workshop consists of three one-hour modules. They can be:

- delivered separately
- spaced out over a one-month period, or
- offered together as a ½ day workshop.

Methodology:

Participants engage in scenario-driven role-plays and facilitated discussion that can be customized to reflect specific regulatory environments.

Overview:

The workshop begins with a review of the critical incidents that have made the regulations necessary. Each module is designed around a learning card:

Module 1: Participants use a Cultural Drivers of Commitment Card™ to diagnose and manage the cultural drivers that underlie their routine expression of commitment to compliance.

Module 2: Participants use a Social Drivers of Commitment Card™ to identify the stakeholders behind routine compliance decisions and focus on the relationships that motivate compliance.



Module 3: Using a Compliance Components Card™, participants review the appropriate path of providing constructive feedback on issues of concern and practice feedback and follow-up skills.

Note: Participants are encouraged to continue using their cards after the workshop to sustain their commitment to compliance.