

# ICMA Ethics Training

*Promote an Ethical Culture in your  
Local Government*



**ICMA**

*Leaders at the Core of Better Communities*

# *The ICMA Approach*

Interactive and engaging

Real-world examples

Motivational

Grounded in Public  
Service Values

- E**quity
- T**rust and transparency
- H**onor
- I**ntegrity
- C**ommitment
- S**tewardship



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## *Build Ethical Habits in Your Local Government*

**Call now!** Find out more about ethics training and peer assistance services that you can access through ICMA. Contact the ICMA Ethics Center at **202-962-3521** or visit **[icma.org/ethics](http://icma.org/ethics)**.

The logo for ICMA, consisting of the letters 'ICMA' in a bold, blue, sans-serif font. A small square is positioned between the 'I' and 'C'.



## Why Ethics?

Without public trust, you can't deliver the results and services residents need. Every employee and elected official contributes to the local government's reputation.

### ICMA Ethics Services

- **Training** for elected officials, boards and commissions, leadership teams, mid-level managers, supervisors, and staff
- **Experts** who can help develop a code of ethics or organization values statement; evaluate policies and regulations; improve compliance

Experienced trainers and local government experts are available to provide workshops and other services for your local government. Workshops offer a framework, complete with practical strategies and tools, to help your organization build a more ethical workplace and culture.

### Sample Workshops

#### Promoting an Ethical Culture

Designed for leadership and management teams, department directors, and first-line supervisors. Includes an online cultural assessment with results reviewed during the training.

*4-hour workshop*

#### Values of Public Service: Why Culture Matters

- Culture clashes and lessons learned using real life cases

#### Ethical Fitness Test

- Common ethical dilemmas
- Ethical warning signs
- Tools for decision making
- Results of the pre-assessment

#### Ethics in the Trenches

- Interactive exercise on challenging ethical issues

#### Strategies for Building an Ethical Organization

- Leadership roles
- Promoting and reinforcing ethics

#### Ethics in the Real World

Designed for all staff, this workshop includes the Ethics Game.

*Available in 2 to 4 hour sessions. Maximum 200 participants*

#### Personal Values

- The role of personal, professional, and public service values
- Lessons learned from values clashes, using case examples

### Building Ethical Habits

- Excuses and pressures that get in the way
- Why ethical approaches are easier
- Creating the environment to encourage ethical questions

### The Ethical Continuum

- Legal compliance is the starting point
- The benefits of high standards

### Steps for Ethical Leadership

- How to "do the right thing"
- The power of public service values

### Case Discussions

#### The Role of Managers in Building an Ethical Organization

Designed to help supervisors and managers learn ways to spot and deal with tough issues that arise in the workplace.

*Available in 2 to 4 hour sessions. Maximum 75 participants.*

#### Ripped from the Headlines

- Headlines no one wants to see

#### Ethics fundamentals

- Principles turned into actions
- Values which are the foundation of public service

#### Everyday ethics

- Case scenarios: What are the choices? What should you do?

#### The role of supervisors and managers

- Strategies and tools for fostering an ethical organization

#### Elected Officials and the Public Trust

Interactive workshop reinforces the principles of public service, presents a framework for tackling tough ethical issues, and inspires champions for ethical leadership.

#### Appearances Are Everything

- Headlines no one wants to see
- Life in the fishbowl

#### The Inspiration of Democracy

- The roots of public service values
- Our leadership opportunities

#### Right, Wrong, or Gray

- Identifying and addressing common issues using real life cases

#### Steps for Ethical Leadership

- How to "do the right thing"
- Advice from successful leaders

Do employees and elected officials understand and model the public service values that build trust with citizens?

Does the leadership team reinforce ethical values in the organization?

Do your operations support the values of your organization?

Is ethics compliance an issue?

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