

CEUNION WEBINAR

“GOVERNMENT ETHICS” is *NOT* an oxymoron!
Becoming the exception rather than the fool

COURSE DESCRIPTION

This presentation encourages local government officers and employees to view their career in public service as a high and noble calling that warrants their pursuit of integrity and excellence in the performance of their official duties in the public interest. Public servants possess administrative and fiduciary responsibilities to be good stewards of the public’s funds, assets and resources. Their profession is a worthy vocation and a fascinating journey that yields many joys and surprising rewards when it is navigated faithfully. But, it is also fraught with many challenges and temptations that must be courageously faced and boldly resisted.

Attendees will participate in a review of the New Jersey Local Government Ethics Law (N.J.S.A. 40:9-22.1 et seq.) and provisions of ethical standards therein. The presentation will highlight a culture in ethical decline and demonstrate how one leader can transform the paradigm at town hall and how one employee can brighten a gloomy forecast for the workplace. The course content will feature the foundation and pillars of government ethics and guide students through a review/renewal of their ethics “pledges” as they learn about the quickly changing ethical landscape impacting local government service. **You Be The Judge** and *“What would you do?”* scenarios will be presented throughout the webinar featuring ethics challenges that are applicable to the section content.

INSTRUCTOR: Dave Nenno | 2010 to present - CEUnion: Ethics and professional development training. 1976-2010 NJDCA | DLGS | Local Finance Board (retired). Ethics complaint investigator. Daily guidance to local governments in matters pertaining to the jurisdiction and application of the Ethics Law, the establishment of local ethics boards and the filing requirements of the Annual Financial Disclosure Statement.

COURSE OBJECTIVES - *Participants will:*

1. Learn about a culture in ethical decline and the quickly changing ethical landscape impacting local government service;
2. See their career in public service as a high and noble calling that warrants their pursuit of integrity and excellence in the performance of their duties;
3. Acquire new knowledge regarding the Ethics Law and its application to their vocation;
4. Internalize a desire to improve the Ethical Climate in their workplace unit;
5. Nurture a desire to impact the Ethical Culture in their organization;
6. Commit to exemplifying ethical decision-making, being proactive and taking positive corrective action that precludes conflicts in the organization.

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TIMED AGENDA

INTRODUCTION: Public service is a high calling - **9:00AM to 9:15AM**

Compliance Programs are needed but they're not enough
Our Core Values must transcend our self-interests

SECTION 1 | OUR JOURNEY: The long and winding road - 9:15AM to 10:00AM

- a. The high and noble calling
- b. Charting the journey
- c. Navigating a road fraught with dangers and temptations
- d. Pause... and take a backward look
- e. The important powerful influence - and daunting fragility - of Reputation

SECTION 2 | A CULTURE IN ETHICAL DECLINE - 10:00AM to 10:45AM

THE ETHICAL CULTURE: *How one leader can transform the paradigm at town hall*

Ethical Culture: The beliefs and behaviors of an organization that issue from personal convictions regarding what is considered excellent and acceptable.

- a. The paradigm defined
- b. The need for ethical clarity and reform
- c. The power - and responsibility - of influence
- d. The power - and responsibility - of mentoring
- e. The importance of teamwork in everything

SECTION 3 | THE ETHICAL CLIMATE: *How one employee can brighten a gloomy forecast for the workplace - 10:45AM to 11:30AM*

Ethical Climate: The collective personality of a specific workplace or unit as expressed in the prevailing attitudes, perceptions, standards, and environmental conditions.

- a. A call to proactivity
- b. A return to civility
- c. The need for self-awareness in avoiding lapses in judgement
- d. The most common ethical violations and their insidious nature
- e. The importance of Financial Disclosure Statements

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SECTION 4 | THE FOUNDATION and PILLARS - 11:30 to 12:15

A Review of the Foundation and Pillars of Local Government Ethics emerging from the New Jersey Local Government Ethics Law, N.J.S.A. 40A:9-22.1 et.seq.

The Foundation: INTEGRITY - An unimpaired condition: soundness; the quality or state of being complete or undivided.

The Pillars:

- 1. TRUST** - Firm reliance upon the integrity, character and ability of another.
- 2. HONOR** - A distinguished reputation for truth, fairness, humility and courage in one's beliefs and actions.
- 3. DUTY** - A moral commitment that compels one to serve others and complete the tasks associated with the responsibilities of his office.
- 4. RESPECT** - Esteeming others better than myself and assessing a higher regard to their interests than to my own interests.
- 5. TRANSPARENCY** - A public servant's candor regarding his financial and personal interests and involvements as well as those of his immediate family members.

A Review/Renewal of Our Pledges:

Pledge #1: I receive the Trust conferred upon me by the citizenry through the powers that be and will live up to this calling.

Pledge #2: I will sacrificially represent the best interests of both supporters and detractors and graciously accept the reproach that will naturally be directed toward me as a public servant.

Pledge #3: I choose now to make future decisions that are in the best interest of the community and to complete the tasks associated with the responsibilities of my government office or position.

Pledge #4: I will treat all others with dignity and respect regardless of how I am treated believing that, at the end of the day, my conduct will benefit everyone.

Pledge #5: I will conduct government business as though my behavior is under constant public scrutiny and will at all times facilitate public awareness of the government decision-making process.

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SECTION 5 | MAXIMS TO LIVE BY - 12:15PM to 12:55PM

- a. Private victory precedes public victory
- b. There is no free lunch
- c. We reap what we sow
- d. Do the right thing even when no one is watching
- e. Let go of what you cannot keep to grab onto what you cannot lose

SECTION 6 | OPEN MIC Q & A - 12:55PM to ?

Attendees will have an opportunity to receive answers to questions they have chatted during the webinar and also ask the instructor questions in real time. They will be reminded to file their course evaluation questionnaire by clicking the link provided which will also facilitate receipt of their certificate of completion.