

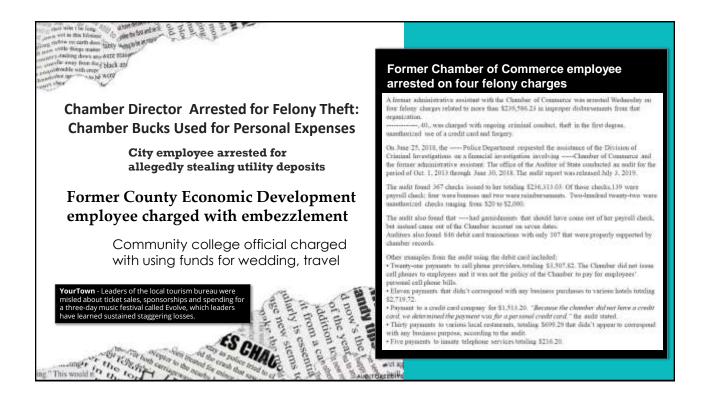
Managing & Ethics Team

- Mark Dawson, CEcD, Director, Greater Clinton Area Chamber of Commerce
- **Debra Teufel, CEcD**, President/CEO Hutchinson/Reno Chamber of Commerce
- James Hoelscher, CEcD, UNI Institute for Decision Making









Reasons for Unethical Behavior?

- Pressure to Perform
- Pressure from Peers
- Lack of Understanding of Consequences
- Uncharted Territory
- Personal Loyalties
- Lack of Long Term Perspective
- Improper &/or Inadequate Training
- Poor Judgement
- Personal Stress





Your Organization Needs...

- Explanation of underlying ethical principals code of conduct
- Clarification of proper ethical behavior
- Differentiation between ethical & legal/illegal behavior & poor form
- Clarity on practical ways to carry out procedural guidelines
- Staff & Board members empowered to voice their concerns and stresses accompanied by a willingness to hear and accept what is shared
- Regular discussion, role playing/practice scenarios & review of violations in the industry
 Proactive Prep or Damage Control



You get to decide...



REVIEW:



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