

Podcast: *HR Bartender*

Episode: Sharlyn Lauby on Ethics and Organizational Change

Summary:

Welcome to the *HR Bartender* podcast! Join this casual conversation to get practical advice on being a better employee, manager, and leader. In today's episode, Sharlyn Lauby, author of the *HR Bartender* blog and host of this podcast, is back for a solo episode following this season's discussion around ethics.

One of the first questions that Sharlyn asked all of her guests this season was what they initially thought about when faced with an ethical dilemma. Today, she shares her own problem solving method she draws on when faced with this challenge, which she refers to as "the five whys". While we might think we would address a certain issue after only by looking at it from one angle, this is not always the best option. Sharlyn especially loved chatting with guest Meric about ethics and investigations. One of his biggest takeaways was understanding the definition of ethics vs. compliance, and how to be prepared to address them both. It is really important to first ask ourselves whether we are facing a dilemma of ethics or of compliance when faced with an issue. When processing information, it is important to ask ourselves these questions so that we can figure out the right way to respond.

It is also important to recognize that ethics impacts the entire organization and can take on many different forms. We need to be prepared to manage that. Similarly, organizations need to be prepared to address the many changes looming around the corner. If employees are provided with a model to help them manage change, this will benefit them as well as the company at large. In order to be best prepared for change, organizations should have a communications strategy and a timeline in place for doing so. In Sharilyn's conversation with Chris, they spoke about ethics training and including the benefit of refreshers. This could be an ideal time to speak about training and have refresher sessions as part of a change effort within the organization. If you are an organization who hasn't updated your code of conduct in a while, haven't established an ethics policy or are thinking about making some changes to your policy, this is a way to roll that out.

Before wrapping up, listeners are reminded that ethics is not a one and done activity. If organizations truly want an ethical culture, then conversations about ethics have to be diffused in everything: recruitment, onboarding, training, performance conversations, and even offboarding. We have to shift from thinking about ethics only when there is a concern to openly being in a position to discuss ethics. On that note, Sharilyn thanks the listeners and guests of season 3 of *HR Bartender*!

Connect with Sharlyn on [LinkedIn](#) and check out her [HR Bartender Blog](#).