

Ethical Leadership in Procurement



UNBOXED TRAINING SOLUTIONS

A New Generation of Training

Manager & Leader Philosophy

- Everyone should have a **Philosophy of Leadership**.
- The difference lies in *process* and *perspective*.
- **Manager** implies job title. **Leader** implies thought process.
- Two different skill sets and competencies.



Leadership Quote of the Day

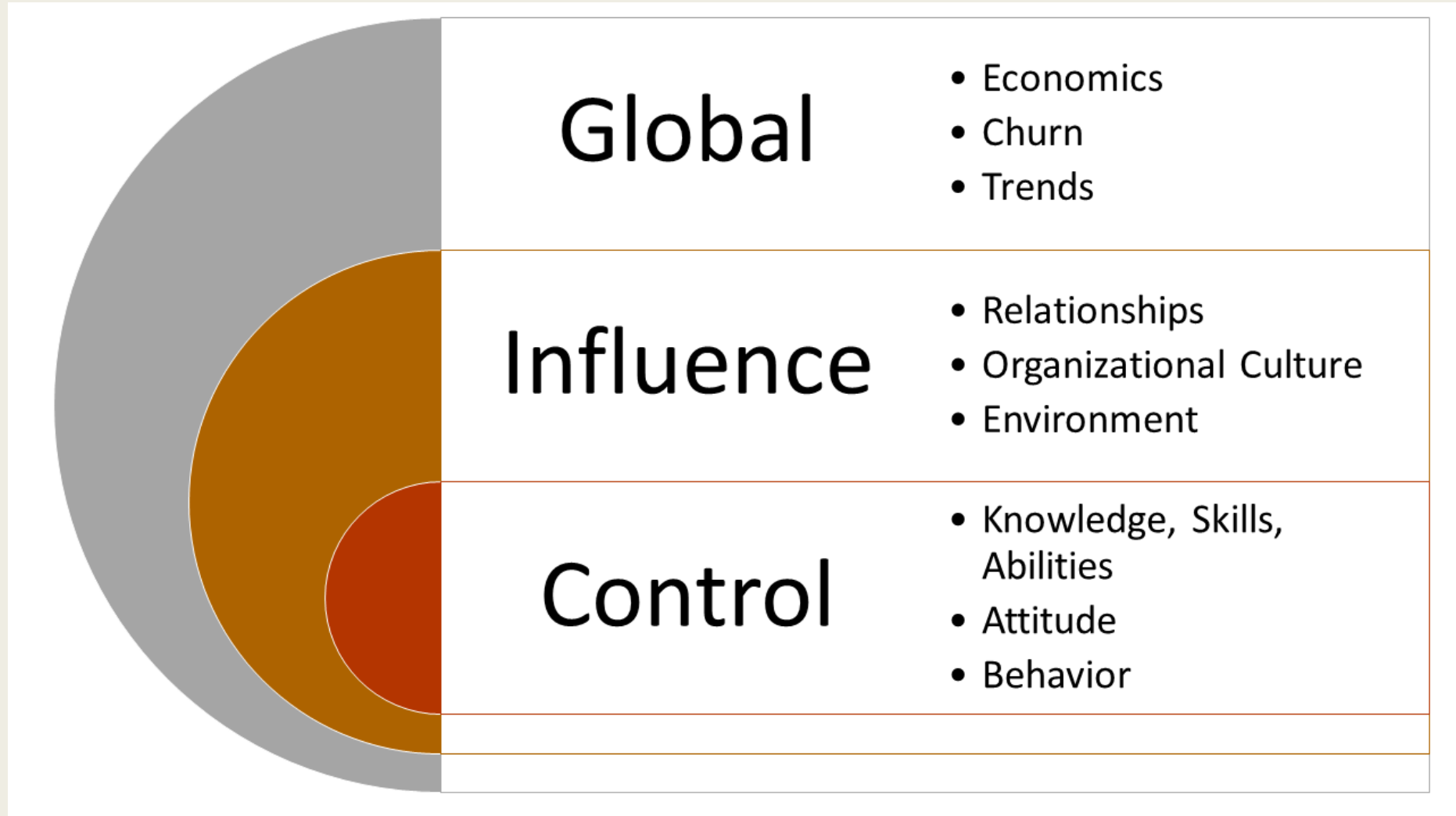
“If *leadership* has to do with taking a **divisive issue** and bringing people together around it...then the *opposite of leadership* is having a **consensus issue** and dividing people around it.”

--Pete Buttigieg

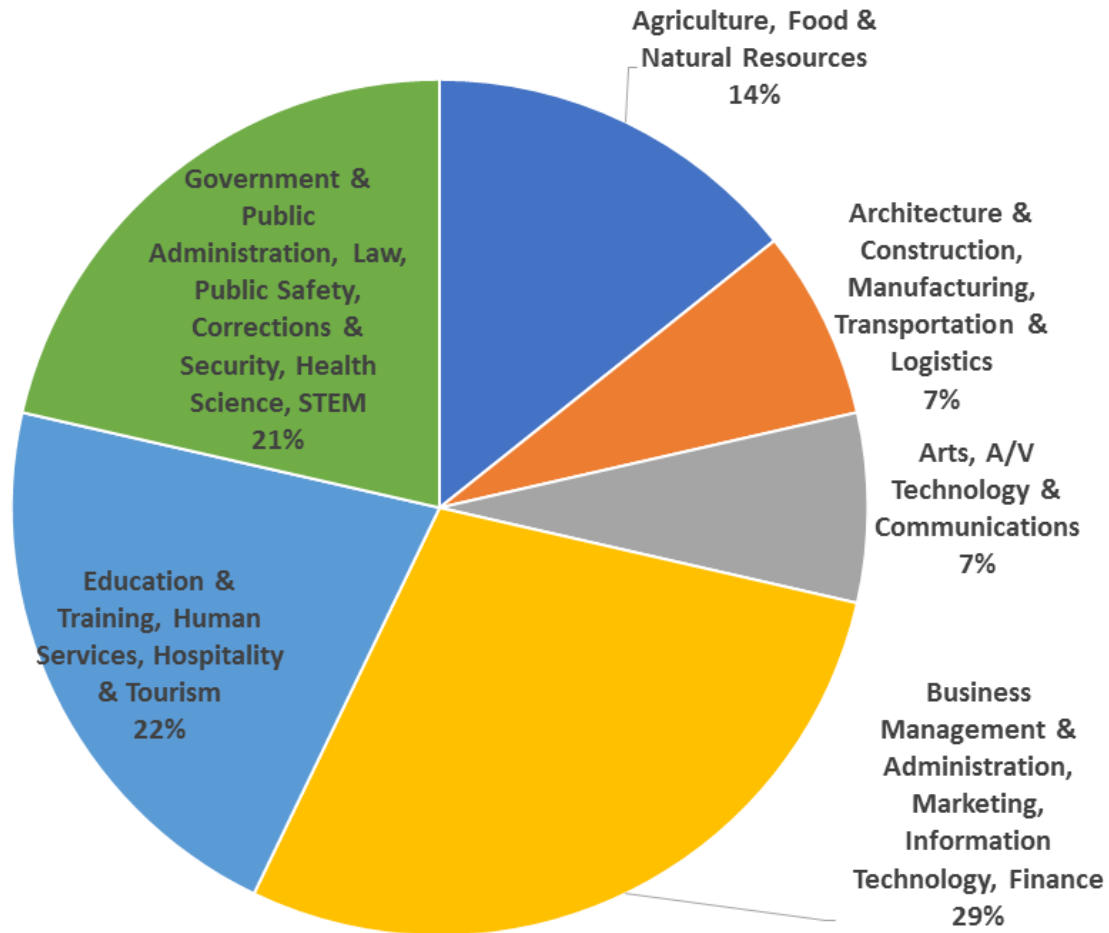
“Tribal” Perception Quadrant

<u>Within</u> Employee, Tribal Member Governance (Council)	<u>Outside</u> Tribal Member Elders Tribal Non-Profits (Chamber, etc.) Tribal College
<u>Within</u> Employee, non-tribal member	<u>Outside</u> Vendor Partnerships Community

Holistic Leadership Model



Leadership Self-Assessment



Manager & Leader Activity



Procurement Competencies

Defining NNAPA's Ethical Scope

- Ethics & Values
- Integrity & Trust
- Written Communications
- Interpersonal Communications
- Respect
- Fairness
- Political Savvy
- Process Management
- Negotiating
- Personal Disclosure
- Customer Focus
- Business Acumen
- Perspective
- Decision-Making

Consensus Prioritization

A tool, or facilitated activity to determine where to focus our attention.



An **ethics disagreement** should never be the result of a difference of opinion between the procurement department and an organizational employee.



Every organization should have a written policy making it clear what top management considers ethical and what it considers unethical.



Don't wait for an ethics disagreement to happen before you realize that you need one!

Ethics Policy



Rules are intangible, indisputable form; however, no one typically reads policies!



Supplement an ethics policy with procurement ethics training for anyone who is involved with the purchase of products or services and/or who meets with suppliers.



Training should be mandatory for anyone authorized to make purchases on behalf of the organization.

Ethics Training

Ethics Ombudsman

Some organizations appoint an ethics ombudsman - a person in the organization with whom an employee can confidentially communicate any real or perceived ethical violations. Because it is difficult to confront internal customers who may be more "politically powerful," having an ethics ombudsman can make procurement employees more comfortable in revealing behaviors of questionable ethics.



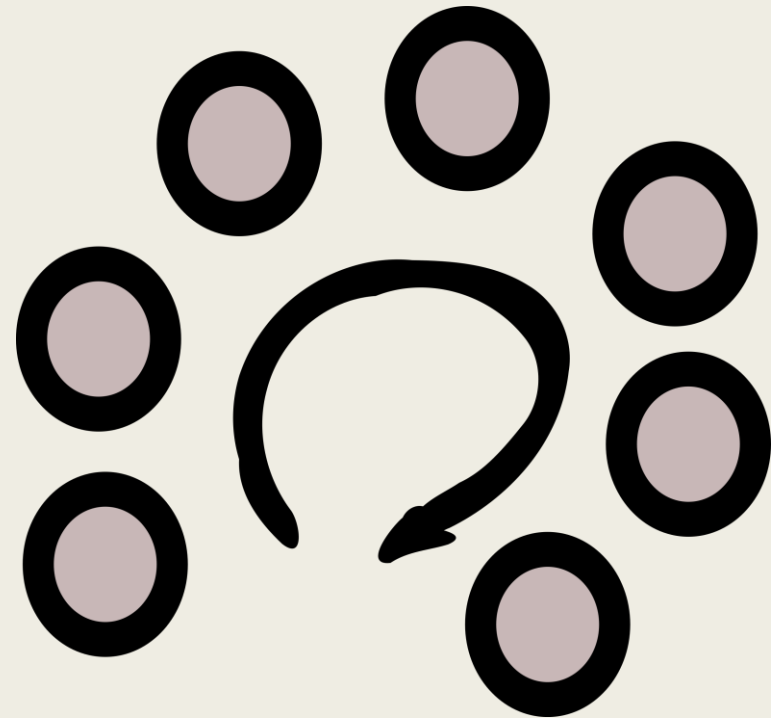
Checks and Balances

Every major procurement should require management review to confirm that all guidelines were followed and that no ethical violations have occurred or will occur.

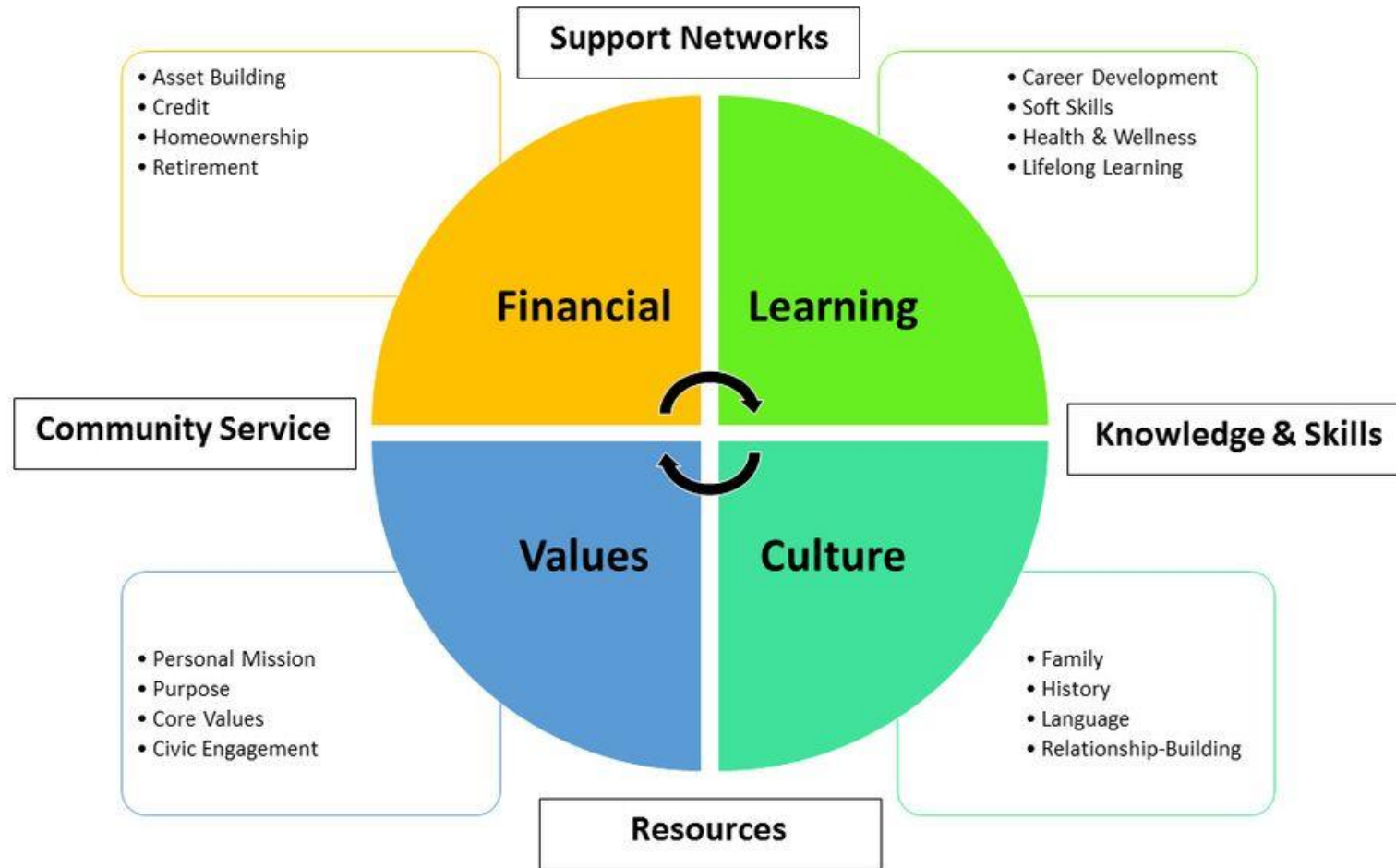
Audits

Periodically, audits should be performed to verify that all procurement activities were conducted ethically and in accordance with procedures. Audits also serve as a deterrent to future unethical behavior.

Small Group Discussions



Tribal Cornerstones to Self-Sufficiency





Yakoke! (Thank You)!
We appreciate your
feedback and participation.

Jack Hedrick
President

580-745-4393

jack@unboxedok.com



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