

Workplace Ethics & Professional Standards

FOR FRONT-LINE LEADERS — Manufacturing • Construction • Utilities • First Responders

Integrity isn't a policy. It's a daily practice — and the front-line supervisor is the daily practitioner.

The front-line supervisor is the organization's primary ethical actor. Not the CEO. Not the compliance department. The supervisor. Every decision made about who gets the good shift, whether to overlook the safety shortcut, how to handle confidential information, and whether to say something when something is wrong shapes the ethical culture of the team more than any policy document ever will. Research from the Ethics & Compliance Initiative shows that 60% of observed misconduct in the workplace involves a supervisor. **Organizations with strong front-line supervisory ethics see 40% lower rates of misconduct and 56% higher employee trust scores.** This 45-minute class gives your supervisors a practical decision-making framework, recognition of the five most common ethical traps, and the culture practices that prevent ethical failures before they become incidents.

THE BUSINESS CASE FOR THIS TRAINING

60%

Of observed workplace misconduct involves a direct supervisor — either as the actor or through inaction

40%

Lower misconduct rates in organizations where front-line supervisors receive ethics and decision-making training

56%

Higher employee trust scores in organizations with strong supervisory ethics and consistent standards enforcement

3x

More likely to raise concerns early when employees work for a supervisor who models ethical behavior consistently

Sources: Ethics & Compliance Initiative • LRN Ethics Study • SHRM • Gallup • Harvard Business Review

WHAT YOUR LEADERS WILL LEARN

- ✓ Apply a five-step ethical decision-making framework to real supervisory dilemmas before they become incidents
- ✓ Use three practical tests — Transparency, Consistency, and Report — to evaluate any decision in the moment
- ✓ Recognize favoritism and apply consistent standards regardless of personal relationships
- ✓ Handle confidential information appropriately — knowing exactly what can and cannot be shared and with whom
- ✓ Identify and disclose conflicts of interest before they compromise a professional decision
- ✓ Resist safety vs. productivity pressure using documentation and escalation rather than compromise
- ✓ Create conditions where team members raise ethical concerns before they become crises
- ✓ Model ethical behavior visibly so the team learns the actual standard from watching their leader

What Changes Immediately:

- ✓ Supervisors address the ethical situation they've been avoiding — with a framework for how to do it
- ✓ Favoritism patterns are recognized and corrected with a consistency test
- ✓ Safety shortcut pressure is met with documentation and escalation, not compromise
- ✓ The team sees the supervisor model integrity under pressure — and the culture shifts

THE ETHICAL DECISION-MAKING FRAMEWORK

Five steps. Every dilemma. Every time.

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|------------------------|--|
| 01 Identify | Name the ethical issue clearly. What principle is at stake? |
| 02 Stakeholders | Who is affected? Map the impact beyond the obvious. |
| 03 Alternatives | What are the options? Who benefits? Who is harmed? |
| 04 Three Tests | Transparency. Consistency. Report. Would you stand behind it? |
| 05 Guidance | HR. Legal. Chain of command. Asking is maturity, not weakness. |

The Three Tests You Can Apply Right Now:

Transparency: 'Would I be comfortable if everyone I respect could see this decision?'

Consistency: 'Would I make the same call regardless of who was involved?'

Report: 'If a journalist reported on this decision tomorrow, what would the story say?'

"Ethics is not about what you do when people are watching. It's about what you do when they're not."

"The impact of their work has been incredible — fostering a new generation of capable leaders. Their curriculum is remarkably specific, addressing our unique organizational needs with precision. I wholeheartedly endorse Rising Tide Solutions."

— Jim Rhodes, SVP, Wayne Brothers Companies

The leader who holds the ethical line when it's inconvenient earns the trust no title can give.

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SESSION AT A GLANCE

- 🕒 45 Minutes
- 📍 In-Person or Virtual
- 👥 Front-Line Leaders
- 📅 Up to 20 per Session

Package Includes:

- Slide deck
- Student handout & worksheets
- Five-step decision-making framework
- The three ethical tests reference card
- Legal vs. ethical comparison guide
- Three case study scenarios with framework worksheets
- Five supervisory ethical traps reference guide
- Favoritism self-check tool
- Confidentiality decision guide
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