

Ethical Leadership



TO DO LIST

Talk about Ethics & Compliance with my team at least once a month.

Talk to new hires to make sure they know how to raise concerns, where to find the Code of Conduct and what the Value of 168 is.

Lead by example, exemplify RPM's values of Transparency, Trust and Respect even if doing so is difficult.

Regularly and proactively ask my team members if they have concerns or know of any ethical matters that we should discuss (Don't assume people will speak up - start the conversation).

Thank someone when they speak up, show care and make sure the matter is looked into and closure provided to person who spoke up.

Get comfortable with knowing I won't have all the answers and reach out to others in RPM for help and guidance.

Hold my team and myself accountable for completing any required actions (online courses, trainings or disclosure certifications) in a timely manner.