



EXECUTIVE LEADERSHIP NETWORK

"Leaders of Integrity who can spearhead Kenya's holistic transformation"

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CORPORATE CULTURE THAT TRANSFORMS BUSINESS

As part of the process of engaging business leaders on issues of ethics and values, we would like to invite your commitment on these issues:

B. Individual Ethical Commitments:

Individual issues that touch on what the individual commits to do, in order to reflect true Christian values in one's place of work and thereby positively influencing others.

1. Truthful in speech

- Say what you mean and mean what you say
- Your word is your bond

2. Faithfulness in family relations

- Be faithful to your spouse
- Have quality relations with children
- Provide for your family

3. Abhor selfish ambition

- Playing fair
- Not making excessive/exploitative profits
- Avoid abuse of office/position
- Avoid abuse of position in the family

4. Look out to the interest of others

- Do not look only at your own interest in life pursuits

5. Pay workers fairly

- Compensate in line with relevant industry
- Pay should be commensurate with service
- In line with your ability to pay
- Compensation should express worth and dignity

6. Treat others with fairness and justice in our daily interactions

- Uphold human worth and dignity knowing you have one Master
- Consistency both at work and at home, private and public

7. Shun bribery, personally and in your organization. Actively be involved in creating a corruption free society

- Do not take or give bribes
- Do not give or take bribes
- Create systems that hinder bribery
- Encourage whistle blowing
- Seek advice on grey areas

8. Work wholeheartedly

- Whatever you get to do work at it with all your heart
- Be diligent, organized, self-motivated, ruthlessly efficient and focused
- Go beyond the call of duty
- Take your job as your priority calling and ministry

9. Submit to the government and other authorities

- Honour those in authority
- Authority means any legal supervisor or guide
- If not in contradiction to God's law
- Do not malign, slander your leaders
- Pay your taxes

10. Have integrity in personal financial management

- Avoid pecuniary embarrassment
- Do not acquire money that you have not earned to buy what you do not need
- Do not be involved in corrupt deals in order to gain personally
- Pay your debts on time
- Live within your means
- Be a good financial steward of your finances
- Invest in your personal financial literacy

11. Give back to society

- By remembering the less fortunate
- Share some of your income with the less fortunate
- Mind how you earn your money, do not exploit in order to give in charity
- Taking care of the environment
- Participate in Advocacy

12. Be a peace maker

- Make it your ambition to live at peace with others and promote peaceful co-existence.

- A peace maker is a person who looks for ways and means that promote peace
- Proactively create ways of anticipating conflicts and when present mediation

13. Seek synergies to impact the broader society

- Find ways to make society a better place
- Seeking partnerships in the community in order to improve the society. This could be through:
 - Advocacy or taking other appropriate action using your influence in the industry/society

14. Commit to mentor others in ethical practice

- Be a source of inspiration for those who look up to you, walk alongside them
- Seek to allocate time to develop others
- Commit to mentor and to be mentored

15. Commit to have accountability partners to help you realize all the above ethical commitments

- Intentionally invite accountability partners and maintain an accountable lifestyle so that you can model these principles and thereby multiply leaders committed to ethical business practice and living.

(Note: Some of the statements were adapted or expanded from those by Unashamedly Ethical[®])