

# Ethics and Cultural Diversity

## Objectives:

Upon completion of the program, participants will be able to:

- Identify the impact of culture on ethical conduct and compliance
- Manage cultural barriers to compliance
- Draw on shared values to sustain a commitment to ethical conduct.

Note: This workshop may be offered in conjunction with courses about specific topics (e.g. product-specific regulations, patient rights, harassment, and antitrust laws).

*The culture at work can have both a negative and a positive impact on ethical conduct. Participants learn to draw on shared cultural values to manage cultural barriers to compliance.*

### Audience:

This workshop is designed for managers and employees who must comply with regulations as part of their job. (These employees could be scientists, lawyers, nurses or accountants. The program can be customized to fit the needs of participants from across industries and functions.) The ideal workshop size is between 15-25 participants.

## Length Options:

This workshop is two-hours long. It can be:

- complemented by on-line pre- and post-learning, and
- offered together with other modules that strengthen compliance as a ½ day workshop.

## Methodology:

Participants engage in scenario-driven role-plays and facilitated discussion that can be customized to reflect specific regulatory environments.

## Overview:

The workshop begins with a review of the impact of culture on ethical conduct and compliance at the workplace.

**Module 1:** Participants diagnose cultural barriers to compliance.

**Module 2:** Participants identify shared values that inform ethical conduct in cultural barriers to compliance.

**Module 3:** Participants draw on Using Affirmations to Drive Commitment Card™ to communicate shared values that strengthen the commitment to ethical conduct.

Note: Participants are encouraged to continue using their cards after the workshop to sustain their commitment to ethical conduct.