The six “C’s” of Leadership: Character, Charisma, Commitment, Communication, Competence, and Courage

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Perspectives From the Future
Leaders Institute
Overview

- Character
- Charisma
- Commitment
- Communication
- Competence
- Courage
ETHICS

Perspectives From the Future Leaders Institute
Why are ethical issues a major concern for Future Leaders?

Consider the current issues facing the nation today

- Accounting practices that misrepresent a company’s financial health
- Campaign Finance
- Stem Cell Research
- Cloning
- Protecting priests accused of sexually abusing children
Benefits from Ethical Behavior

• Builds trust
• Builds employee, shareholder, and public loyalty
• Avoidance of monetary fines
• Minimizes government intervention (i.e., the promulgation of regulations)
Industrial Hygiene Canons of Ethical Conduct

• Six Canons of conduct with interpretive guidelines jointly developed in 1995 (AAI H, AI HA, ACGI H, ABI H)
• Ethical guidelines are a mixture of ethics and etiquette
• Located at ABI H, ACGI H, and AI HA web pages
Why Do We Need a Strong Code of Ethics?

- Professional recognition
- Legislative/regulatory status
- Changing scope of work/definition of practice
- Tension between rights of the employee and those of the employer
- External forces and threat of regulation
IH Canon 1

Practice their profession following recognized scientific principles with the realization that the lives, health and well-being of people may depend upon their professional judgment and that they are obligated to protect the health and well-being of people.
IH Canon 2

Counsel affected parties factually regarding potential health risks and precautions necessary to avoid adverse health affects.
IH Canon 3

Keep confidential personal and business information obtained during the exercise of industrial hygiene activities, except when required by law or overriding health and safety considerations.
IH Canon 4

Avoid circumstances where a compromise of professional judgment or conflict of interest may arise.
IH Canon 5

Perform services only in the areas of their competence.
Act responsibly to uphold the integrity of the profession.
What is good ethical behavior?

“The single largest problem in ethics is the inability to recognize ethical issues.”

Rushworth M. Kidder, Ethicist

Association Management – October 1999
Scenarios for Consideration
Scenario #1

You are bound by a contract to protect the confidentiality of the project for which you are hired. Because of the complexity of the IH issues, you wish to obtain input from a professional peer regarding the technical aspects of the project.
Do You:

A. Ignore your desire to obtain input from a professional peer because it would violate the code of ethics regarding confidentiality.

B. Discuss the project without disclosing confidential details such as the name of the company, individual names, proprietary or other.

C. Discuss in full disclosure with a professional peer who is unrelated to the project and lives thousands of miles away.

D. Consider publishing your quandaries in the next edition of the Synergist.
Scenario #2

You witness what you feel is a clear violation of the code by one of your professional peers who is a CIH.
Do You:

A. Contact ABIH, ACGIH, DOT, NRC, OSHA, EPA and/or AIHA and report the incident.

B. Submit a written allegation of a breach of ethical duty or professional responsibility to the chair of the JIHEEC.

C. Explain to the peer that they are violating the code and give them an opportunity to correct the situation before taking further action. If it remains unresolved then you could submit a written allegation of a breach of ethical duty or professional responsibility to ABIH.
Scenario #3

As an IH at a chemical manufacturing plant, you are faced with having to perform air sampling for an intermediate chemical for which there is no standard sampling method.
Do You:

A. Search for a sampling method that is statistically significant, peer-reviewed and recognized by the profession.

B. Use a non peer-reviewed sampling method that was developed by the plant lab assistant.

C. Use a standard sampling method developed for another intermediate chemical produced at your plant.
Scenario #4

You are invited by a vendor who provides a majority of your monitoring equipment and PPE to play golf and have dinner at an exclusive country club.
Do You:

A. Accept the offer and ask if he wouldn’t mind throwing in a sleeve of balls and a hat.
B. Investigate your company’s policy on accepting vendor gifts and determine the best course of action with your supervisor.
C. Decide to accept the offer, but only if you can pay for your own green fees and dinner.
D. Accept the invitation but insist that the bill be paid in cash instead of a credit card to avoid leaving a “paper trail”.

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Thank you!

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