Ethical | Edge Experts LLC

Integrity Playbook

Ethical Leadership Training Overview

Client	Framework	The Result

An organization sought to strengthen ethical leadership from the manager level and move beyond "check-the-box" compliance training. The goal was to embed integrity into daily decision-making while reinforcing accountability under the Code of Conduct.

The Integrity Playbook is a **custom-built leadership program** designed to move ethics and compliance out of policy binders and into everyday decision-making.

Managers stop seeing ethics as "someone else's job" and start leading with integrity—consistently, visibly, and confidently.

The Challenge

•	Managers believe they already "know" compliance
•	Ethics issues are viewed as the responsibility of Compliance—not leadership
•	Cross-functional alignment is uneven
•	Engagement risks remaining passive rather than practical

The Approach

Ethical Edge Experts partners with internal leadership to deploy a **customized Integrity Playbook™ program**, supported by:

- ☐ Senior compliance ownership
- ☐ Cross-functional collaboration (L&D, IT, Communications, Compliance)
- ☐ Leadership endorsement
- ☐ From Managers to Executives
- ☐ Interactive learning methods (real-life scenarios, polling, short videos

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The Shift

During the sessions, managers will reframe their understanding of compliance:

From awareness → ownership

From policy readers → ethics leaders

From escalation-only → active prevention

Managers tasked to review their Code of Conduct, will lead Integrity Moments with employees, and began identifying issues earlier—before escalation.

Outcomes

- ☐ Strong participant feedback
- ☐ Increased engagement and accountability
- ☐ Clear understanding of managers' ethical leadership role
- ☐ Practical application beyond the classroom

Risk Reduction Impact

- ☐ Reduced retaliation exposure
- ☐ Increased early reporting
- ☐ Decreased policy violations through prevention
- ☐ Improved audit outcomes

Key Takeaway

When managers are empowered—not lectured—ethics becomes a leadership behavior, not a department.