

# Integrity Playbook

## Ethical Leadership Training Overview

### Client

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.

### Framework

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

### The Result

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.

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## 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.

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