

POLICY CALIBRATION



" AS A RESULT OF THE PROCESS WE WERE ABLE TO DEVELOP AND REWRITE POLICIES AND PROCESSES THAT SUPPORT, RATHER THAN WORK AGAINST, THE ETHICAL FOUNDATIONS OF THE ORGANISATION. "

An organisation's ethical framework – its purpose, values and principles – is key to ensuring that employees are empowered to make decisions that consistently align with their vision, and how they wish to achieve it.

Sometimes what a company says it stands for can differ from the intent reflected in formal systems. If, for example, an organisation's core value is to act in the clients' best interests, a remuneration policy that rewards sales of a particular product above all else, would leave staff and customers conflicted and cynical. Effective policies and procedures play a critical role in embedding a values-based ethical culture within an organisation.

POLICY CALIBRATION provides independent analysis of new or existing policies, codes, procedures and decision making frameworks to ensure they are ethically robust and in line with an organisation's ethical framework.

≡ BENEFITS

While policies, codes, and procedures provide employees with an insight into specific decisions and how they should be made, an organisation's ethical framework provides direction when formal systems are unclear. The alignment of these two elements is critical to ensuring clarity and consistency in decision making.

POLICY CALIBRATION will help your organisation;

- Enable consistent decision making by providing a single source of truth for what's good (values) and right (principles)
- Create operational efficiencies by aligning policies, systems and procedures with your ethical framework
- Reduce the risk of poor decisions being made, thus reducing the cost of capital
- Ensure your people are clear in their intent by building an ethical culture supporting high performing teams.

▬ OUTCOMES

Clear and well-understood decision making tools are critical to the success of any organisation. When built and extended upon over time, often in response to a problem or crisis, these systems can become restrictive and onerous, limiting the ability of smart people to make good decisions. That's why a consistent ethical underpinning to all formal decision making tools is so important.

Each policy, code or process is assessed through a current state analysis, which gauges the extent to which it is aligned to the organisation's ethical framework.

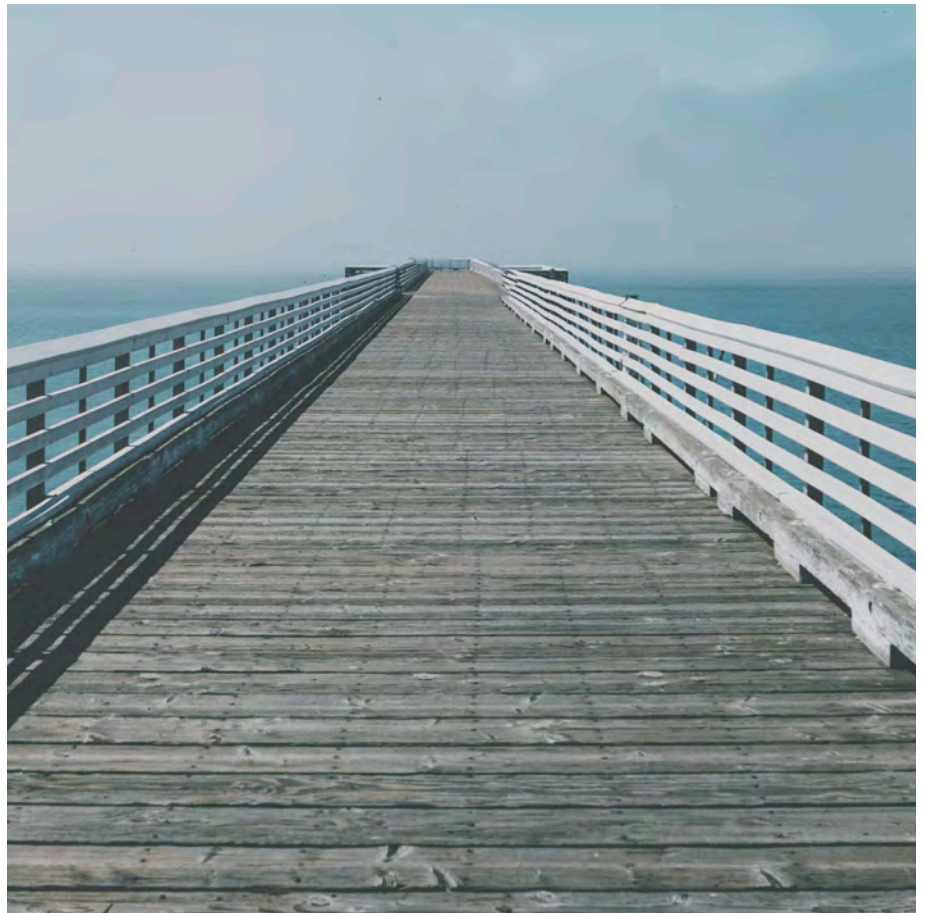
The insights phase maps the factors that constrain and enable effectiveness of the policy, code or process – particularly the ways they are used and understood throughout the organisation. Our implementation phase provides the tools through which greater alignment and effectiveness can occur.

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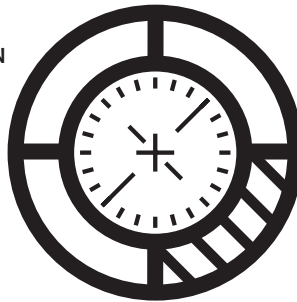
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WHO IS IT FOR?

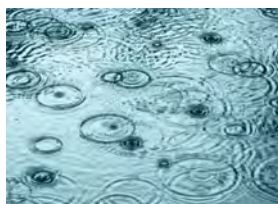
POLICY CALIBRATION can help organisations of any size or ambition look beyond their written policies and formal management structures to consider how their culture operates in practice. We have worked across an extensive range of industries within government, not-for-profits, start-ups and ASX100 companies to enable the growth of a positive ethical environment that supports people to innovate and act with purpose and direction.



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POLICY/PROCESS FOCUS



THE ETHICS CENTRE

The Ethics Centre is an independent not-for-profit organisation that has been working for over 25 years to improve lives and support communities built on strong ethical foundations. The Ethics Centre remains the only organisation in the world providing practical guidance on complex ethical issues across all levels of society. Within communities and across continents, we work with individuals and families, organisations and industries, militaries and governments, to help people embed ethics at the centre of their decisions and actions.



FIND OUT MORE

LVL 2 LEGION HOUSE
161 CASTLEREAGH ST SYDNEY NSW 2000
ADVICE@ETHICS.ORG.AU T +61 2 8267 5700
WWW.ETHICS.ORG.AU