Managing an organization so that ethical practices will be consistently valued and maintained requires highly skilled and experienced administrators and supervisors who can manage the dilemmas of ethical decision-making. Ethical practice for administrators and supervisors requires much more than assuring ethical clinical behavior of staff and is far more complex in its scope and potential impact of the organization. It requires administrators and supervisors to maintain a focus on establishing organizational practices that clearly define what ethical conduct is rewarded and what unethical conduct is discouraged while attempting to withhold punishment and establish a culture and practice that champions safety. Administrators do not get it right every time. So many factors contribute to the management of frequent and complex ethical dilemmas that are inherent in the role of administration: complexity of service delivery, relevant laws and policies, staff experience and training, financial considerations, staff morale, current affairs with lasting impacts, and the perception of everyone in the organization (from Board Members to Clients to community stakeholders). This course is targeted to and uniquely designed for agency administrators and supervisors. It provides an opportunity to learn from peers, practice realistic strategies, and review relevant guidelines. It is intended to be practical, fast-paced, and interactive using multiple case studies, application of frameworks, and participant sharing.

At a glance...

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