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Leadership of Ethics, Assessment and Planning (LEAP) Summary of Our Process

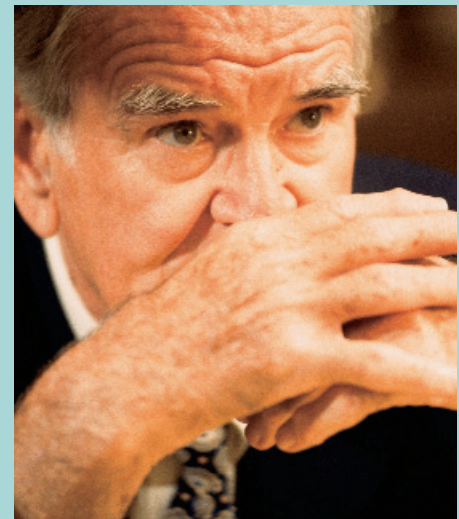
Leadership of Ethics- Assessment and Planning (LEAP) is a comprehensive process to identify the predisposition of a company towards ethical behavior. By using the LEAP methodology, companies are able to identify the likelihood and potential for their people to engage in either conscious or even unintentional unethical behavior. Once the circumstances and environment under which questionable behavior could unfold is understood, the CEO and other leaders can take steps to ensure that the right people and systems are in place to run the company ethically.

How It Works

While there is no “silver bullet” solution to complete an assessment of an organization’s predisposition to ethical behavior, there is plenty of ammunition. LEAP utilizes a four component strategy to complete the assessment:

- Personality and Values Testing
- Organizational Integrity Survey
- Personal Interviews
- Managing Systems Review

These tools can be applied to a specific target group within an organization, or as part of an overall organization assessment.



The Components

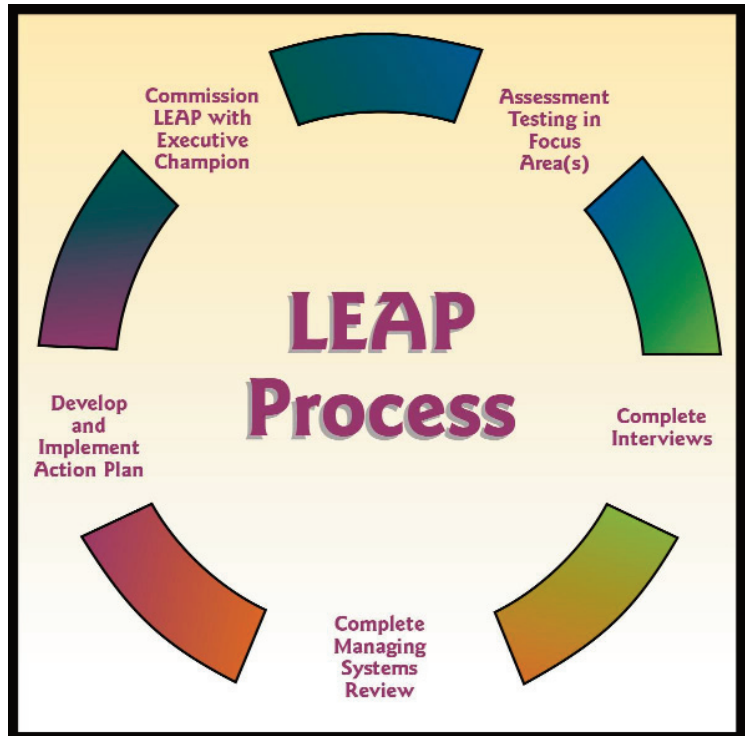
No single test or survey exists that can predict with 100% accuracy if the people in your organization are “ethical.” But how people evaluate choices and how they make decisions are driven by personality traits, behavioral styles, interests, motivations and personal values. Collectively these shape a person’s character, and the right testing reliably assesses character. We are experts in choosing the right test and evaluating the results.

Equally important as individual personality and values is the organization’s culture. We measure the culture of an organization using three methodologies - extensive personal interviews, an organizational integrity survey, and a comprehensive review of the managing systems in the company.

The personal interviews with select individuals throughout the organization help to complete the picture that is painted by the assessment tests. The organizational integrity survey assesses overall employee attitudes towards ethical behavior and integrity. The managing system review includes an assessment of the efficacy of the major internal processes related to ethics and compliance, as well as a review of performance management and compensation systems. The integration of the data from these processes creates a road map of how the organization truly functions, and identifies any gaps that may exist to its stated values.

Summary

When all of the LEAP components are integrated, a realistic picture can be painted about the risk the organization faces with respect to ethical lapses. Based on this picture, detailed recommendations are developed and an action plan is created to minimize the risk on a going-forward basis. The plan is reviewed with an executive champion for buy-in. Implementation assistance is available as requested.



The components of the LEAP process provide a comprehensive view of the state of your business regarding ethics.