



Professional Ethics and Integrity at Work

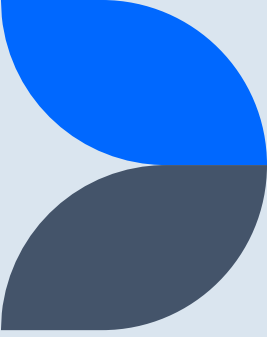
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Agenda

- Introduction
- What are Professional Ethics?
- Why Moral Values are important?
- Workplace harassment and responsibility
- What is teamwork?
- Building a Positive work Culture
- Conclusions
- Action Items

Teamwork



Professional Ethics & Moral Values!

- **Professional Ethics:** Principles guiding behavior at work.
- **Moral Values:** Personal beliefs about right and wrong.
- **Why It Matters:**
 - Builds trust with colleagues, clients, and employers.
 - Enhances personal and professional reputation.
 - Strengthens workplace culture and teamwork.
 - Ethics and values define professional integrity.

"Wrong is wrong, even if everyone is doing it. Right is right, even if no one is doing it."

— *St. Augustine*

Core Professional Ethics



Integrity – Be honest in designs, reports, and dealings with internal and external stakeholders.



Accountability – Take responsibility for your actions.



Transparency – Maintain clear communication, avoid misinformation.



Competence – Keep skills updated and deliver quality work.



Respect for Colleagues, Vendors & Clients – Value teamwork and diverse perspectives.

Moral Values!

Honesty

- No shortcuts in project execution or reporting.

Respect

- Treating workers, clients, and juniors with dignity.

Fairness

- Avoiding favoritism and bias in decisions.

Commitment to Safety

- Prioritizing safety over cost-cutting

Social Responsibility

- Sustainable and eco-friendly practices.

Share your experiences in the recent cyclone.

Challenges faced!

Bribery & Corruption

- Reject unethical practices in procurement and approvals.

Safety vs. Cost Pressure

- Never compromise safety for profit.

Data Manipulation

- Always present accurate and truthful reports.

Plagiarism & Intellectual Property

- Respect patents and copyrights.

Conflict of Interest

- Disclose personal interests in vendor selection or contracts.

"Strength does not come from physical capacity. It comes from an indomitable will." — Mahatma Gandhi

"Stand up for what is right, even if you stand alone."

— *Suzy Kassem*

Case Study

Scenario:

Ravi, a senior engineer, is overseeing an industrial power installation. His manager pressures him to approve substandard materials to save costs. Ravi knows that using these materials could lead to long-term safety issues but rejecting them might affect his relationship with his superiors.

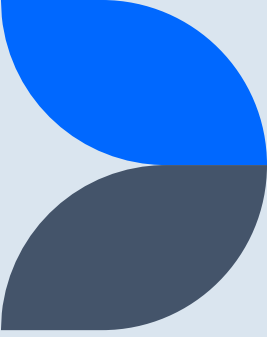
Discussion Questions:

- What are the ethical dilemmas in this case?
- What should Ravi do?
- How can engineers uphold ethics while balancing management pressure?

Key Ethical Lessons:

- Prioritizing public and workplace safety over financial gains.
- Courage to stand by ethical decisions.
- Transparent communication with management about risks.

Reflections



- **Share one ethical dilemma you faced at work earlier and how did you overcome?**
- **What would you do if you face an ethical dilemma at your work in future?**

"If you see harassment happening, speak up. Being harassed is terrible; having bystanders pretend they don't notice is infinitely worse."

— Celeste Ng

Workplace Harassment & Ethical Responsibility

Case Study

Scenario:

You overhear a senior engineer making inappropriate remarks to a junior colleague. The junior engineer seems uncomfortable but remains silent. You are not directly involved but feel it is wrong.

Ethical Dilemma:

- Ignore it, as it's not your direct concern.
- Report it or encourage the junior engineer to speak up.

Key Questions:

- What role should bystanders play in addressing workplace ethics issues?
- How can organizations create a respectful workplace culture?

"Leadership is not about being in charge. It is about taking care of those in your charge." — *Narendra Modi*

"A team is not a group of people who work together. A team is a group of people who trust each other." — *Simon Sinek*



Building a Work Culture with Value Systems

- **Enhancing Collaboration and Integrity for Engineering Excellence**
- 
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Why do Work Culture and Values Matter?



Builds a foundation of trust and respect for each other



Improved decision-making and behavior among the team members



Enhanced positive and inclusive work environment with diversity



Effective teamwork and collaboration for excellence



Drives long-term success and sustainability

Environmental Responsibility vs. Cost Efficiency

Case Study

Scenario:

You are working on a factory power distribution project. The client wants to use a cheaper, less efficient transformer that consumes more electricity and increases carbon emissions.

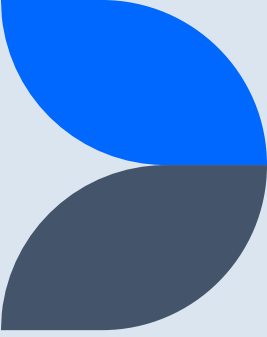
Ethical Dilemma:

- Approve the cheaper transformer to save costs.
- Recommend an energy-efficient alternative, even if it's more expensive.

Key Questions:

- How can engineers balance cost and sustainability?
- What arguments can be used to persuade clients to choose energy-efficient solutions?

Integrating Values into Daily Work



01

Clear Communication:
Articulating values in mission statements and goals

02

Leadership by Example: Leaders demonstrating values in their actions

03

Inclusive Practices: Ensuring diverse voices are heard and valued

04

Recognition and Rewards:
Acknowledging and rewarding behavior that aligns with core values

05

Continuous Learning: Offering training and development opportunities to reinforce values

Building a Values-Driven Culture



Mission and Vision:
Aligning company goals
with core values



Team Engagement:
Involving team members
in defining and upholding
values




Feedback Mechanisms:
Encouraging open
dialogue and continuous
feedback



Role Modeling: Leaders
exemplifying values in
their daily interactions



Community and Support:
Building a supportive
environment where values
are lived and celebrated



"Culture is simply a shared way of doing something with a passion." — Brian Chesky

Conclusion

- Embracing core values strengthens work culture
- Leads to a more inclusive and supportive work environment
- Drives innovation, collaboration, and long-term success in engineering projects

Action Items

1. How would you contribute to improve TEAMWORK?
2. What additional steps would you do to be inclusive and build diverse work culture?
3. What do you recommend to eliminate harassment at workplace?



Thank you

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