Do You Really Know If Your Organization’s Values and Ethics Are Aligned?

Your organization’s foundational, or core, values guide the policies, processes and strategies of daily operations. Your organization’s ethics are how you and your employees practice those values—“how things are really done around here.” Time and change can affect both. Do you know if your organization is effectively practicing its values? Is the “tone at the top” in harmony with what is orchestrated in the rest of the workplace?

Measure the degree of alignment between your values and ethics. You use data to measure the performance of your organization. Measuring and reviewing alignment, or misalignment, exposes its impact on policies, processes, and daily ethical activities as they effect all aspects of the work environment. Consistency in the communication of ethical expectations and the values of the organization are essential to a productive workplace. Future success depends upon assessing the effects of inconsistencies between values and ethical priorities.

TWI’s Organizational Values and Ethics Alignment Diagnostic (OVED) assesses whether, how, and to what effect, the consistency between values and ethics is perceived and communicated throughout all levels of the organization as measured by essential components of an ethical culture.

How the Organizational Values and Ethics Alignment Diagnostic (OVED) Works

TWI’s OVED process has minimal intrusion with impactful results. The steps include:

- Conduct meeting with leadership to assess compatibility and commitment
- Meet with leadership, HR and other groups to assess verbal perceptions of possible strengths, issues and concerns
- Conduct TWI non-intrusive and confidential third-party online assessment taken by everyone in the organization
- Measure the demographics (i.e. job level, location, department, length of employment)
- Analyze of the results by TWI staff
- Present Initial verbal report of results to leadership
- Deliver summary written analysis of results, using the results of both the assessment and pre-assessment meetings
- Recommend options, based on Diagnostic results, to get long-term results, not just “band-aid” short-term actions

Implementing the OVED

Successful leaders understand the fundamental dynamics of organizational ethics. They measure and assess the impact of the any inconsistencies between their stated core values and how employees perceive those values are practiced in the workplace. They identify and address those inconsistencies to promote a strong ethical culture in their organization with its resulting benefits.