MANAGING INTEGRITY

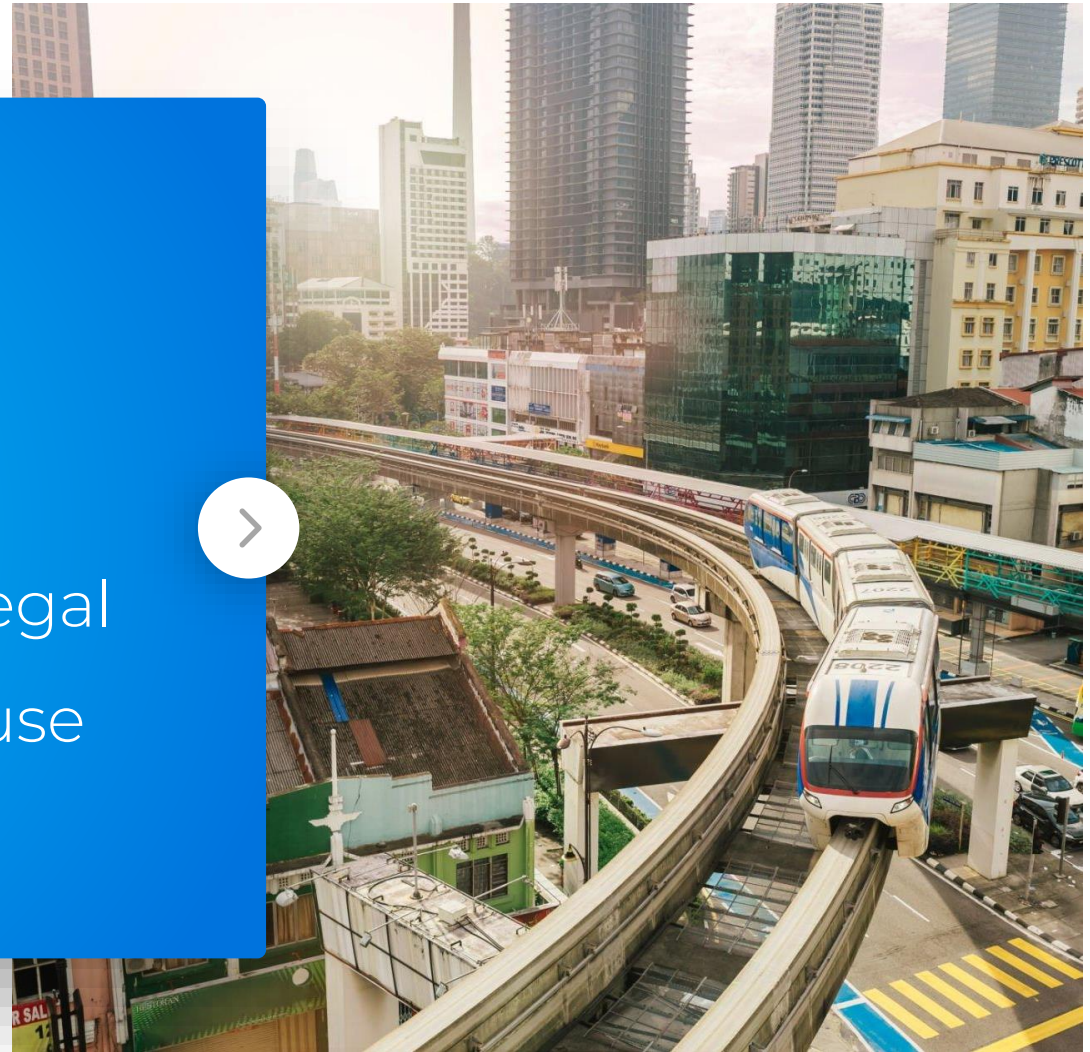# Managing Integrity

Individual

Organization

Government

Integrity

Managing Integrity emphasizes on managerial responsibility in shaping the culture doing the right thing in the organization.

Why We Need to Manage Integrity

We manage integrity in our businesses **NOT** because of legal requirement only **BUT** because it is the **RIGHT** thing to do

VS

PROS

CONS

High Risk

Deterrent

Medium Risk

Awareness

Low Risk

Prevention

Environment

Conducive

Challenging

Hostile

Cooperate integrity Plan may vary in design and scope, all strive to define companies' guiding values, aspirations, and patterns of thought and conduct.

Top Management
Commitment

1 Must be translated to actions:

- Set the tone
- Effective structure
- Written policies.
- Ensure the plan is integrated and comprehensive

Top Management
Commitment

2 The Plan is an integral part of the current reform process.

3 It must be build on the existing mechanisms and links to others plans, policies and processes.

Top Management Commitment

4   It is part of management commitment to improve the quality of their service.

5   To create integrity culture through recruitment, selection, training, promotion and management practice.

Top Management
Commitment

6   It has to be integrated into the day-to-day operations of an organization.

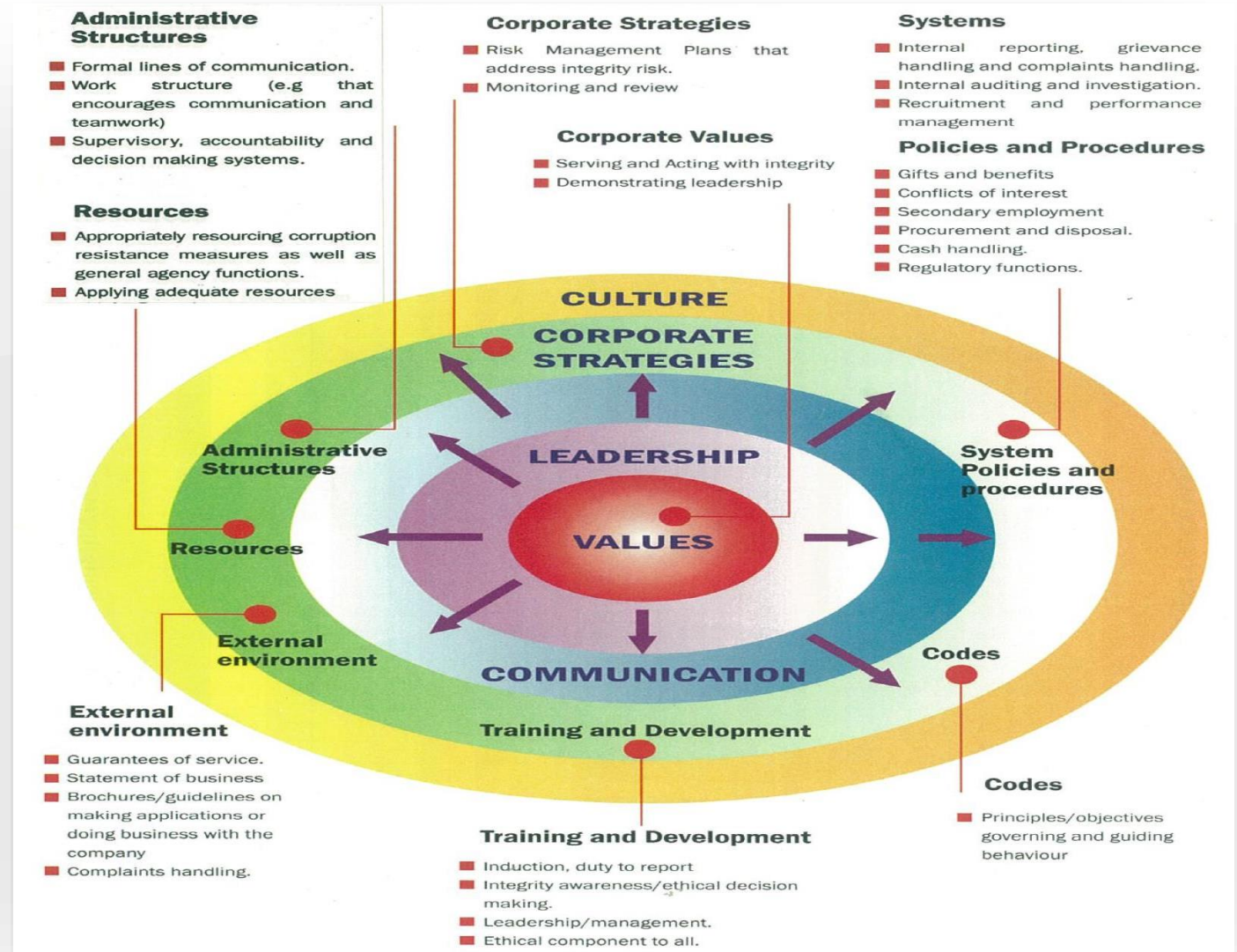**7**   Such strategies can help prevent TRUST deficit.

Integrity Framework

Integrity Framework

Administrative Structures
- Formal lines of communication.
- Work structure (e.g that encourages communication and teamwork)
- Supervisory, accountability and decision making systems.

Resources
- Appropriately resourcing corruption resistance measures as well as general agency functions.
- Applying adequate resources

Corporate Strategies
- Risk Management Plans that address integrity risk.
- Monitoring and review

Corporate Values
- Serving and Acting with integrity
- Demonstrating leadership

Systems
- Internal reporting, grievance handling and complaints handling.
- Internal auditing and investigation.
- Recruitment and performance management

Policies and Procedures
- Gifts and benefits
- Conflicts of interest
- Secondary employment
- Procurement and disposal.
- Cash handling.
- Regulatory functions.

CULTURE

CORPORATE STRATEGIES

Administrative Structures

LEADERSHIP

VALUES

System Policies and procedures

Resources

External environment

COMMUNICATION

Codes

Training and Development

External environment
- Guarantees of service.
- Statement of business
- Brochures/guidelines on making applications or doing business with the company
- Complaints handling.

Training and Development
- Induction, duty to report
- Integrity awareness/ethical decision making.
- Leadership/management.
- Ethical component to all.

Codes
- Principles/objectives governing and guiding behaviour

Integrity Core

Value

Leadership

Communications

Corporate Strategies

Culture

Integrity Framework

Corporate Values

- Serving & acting with integrity
- Demonstrating leadership

Administrative Structures

- Formal lines of communication
- Work structure
- Supervisory, accountability & decision making

Corporate Strategies

- Risk management – addressing integrity risk
- Monitoring & review

Systems

- Internal reporting, grievance & complaints handling
- Internal auditing & investigation
- Recruitment & performance management

Systems, Policies, and Procedures

1. Gifts and Benefits

2. Conflict of Interest

3. Secondary Employment

4. Procurement & Disposal

5. Cash Handling

6. Regulatory Functions

Resources

1	Financial

2	Staffing

Integrity Framework

External Environment

1. Guarantees of service

2. Statement of business

3. Hand-outs / guidelines on making business with the company

4. Complaints handling

Integrity Framework

Training and Development

1. Effective Training Programs
2. Character development program
3. Integrity awareness, ethical decision making
4. Leadership/ management
5. Ethical components to all

Codes - Governing & Guiding Behaviour

1 Ethic center

2 Principles / objectives governing and guiding behavior

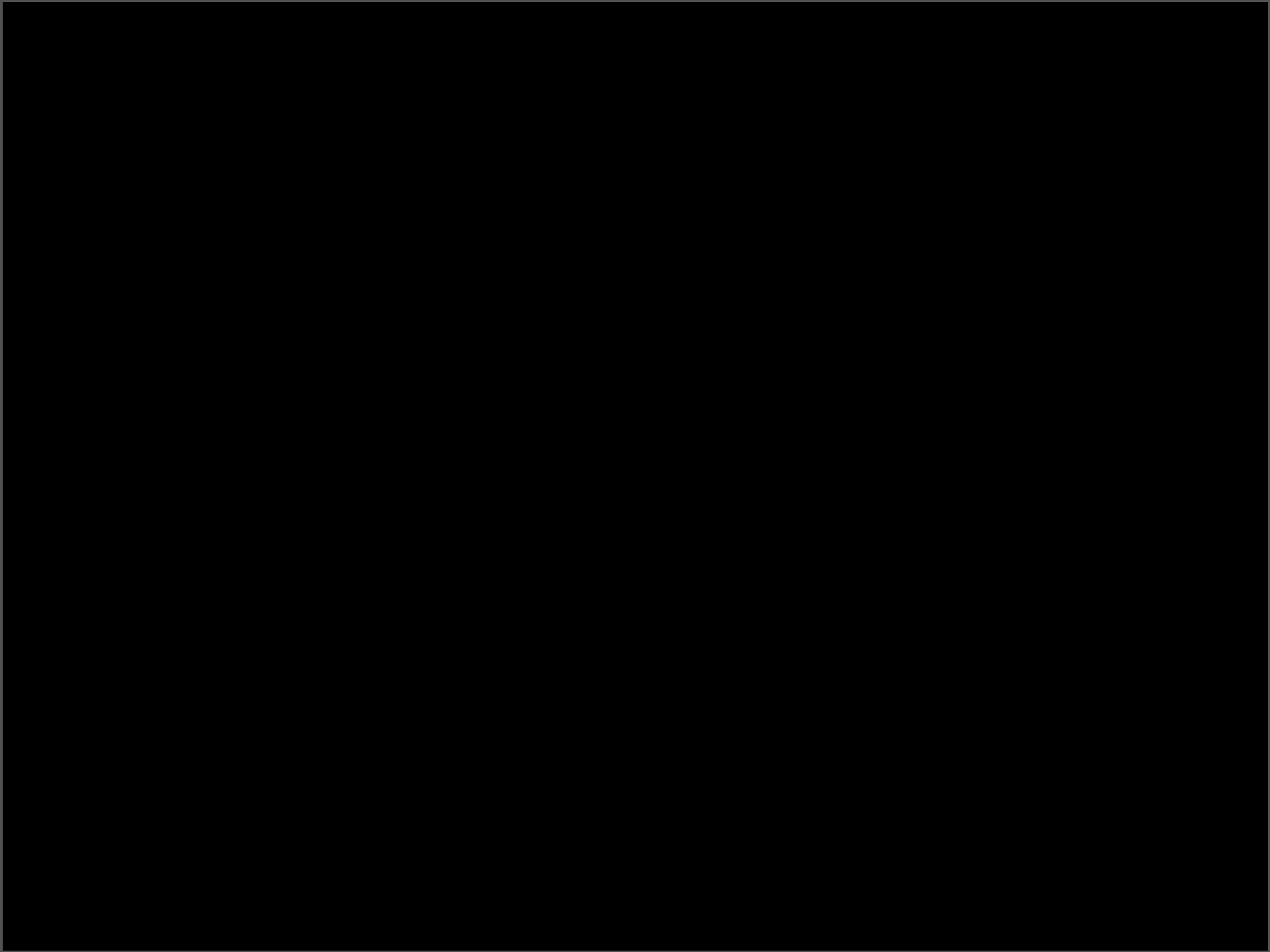# Developing an Effective Anti – Corruption Strategies

National Anti-Corruption Plan (2019-2023)

6 Strategies

Political Governance

Strengthening political integrity and accountability

Public Sector Administration

Strengthening the effectiveness of Public Service Delivery

Public Procurement

Increasing the efficiency and transparency in Public Procurement

Legal and Judicial

Enhancing the credibility of legal and judicial system

Law Enforcement

Institutionalizing the credibility of law enforcement agency

Corporate Governance

Inculcating good governance in corporate entity

Questions & Answers

Thank You!