

# Purposeful Leadership

What is it, what causes it, and does it matter?

**Enablers** and **constraints** of purposeful leadership

Enablers of purposeful leadership coalesce around policies and processes, which reinforce ethical behaviour, role-modelling from senior managers, and a focus on ethics. Constraints centre around time and resource pressures and poor communication leading to the prioritisation of short-term business interests.

## Enablers

## Constraints

### RetailCo

Organisational values and culture



Policies around bullying and harassment



Financial and time constraints



Remoteness of head office



### BuildCo

Training programmes that reinforce the importance of ethical behaviours



Policies that clarify ethical expectations



Bureaucratic processes



Time constraints



### GovDep

Department's code of conduct



Role modelling from senior leaders



Pressure of work



Political nature of the organisation leading to short-termist views

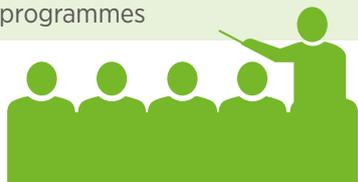


### PoliceOrg

Organisational culture of mutual support in upholding the force's values



Ethical component of training and induction programmes



Time pressure and lack of resources



Risk aversion



### CareCharity

Faith basis of the charity



Recruitment to charity values



Conflict of interests between various stakeholders groups



Lack of ethical investment policy

