

THE ROLE OF ETHICS IN THE BUSINESS OF LAW AND CHANGING WORKPLACE CULTURE

Wednesday 3 July 2024

 **ADDLESHAW
GODDARD**

MORE IMAGINATION **MORE IMPACT**



SPEAKERS



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ETHICAL ADVISING



WHY THE FOCUS?

BBC
SPORT

Yorkshire racism scandal: ECB recommends £500,000 fine and points deductions

The Telegraph

Scandal-hit CBI in race against time to win back City and Westminster

FT ADVISER

'Lessons for advisers from the Post Office scandal'



INDEPENDENT

Bank's licence could be 'revoked' in UK for banning customers over their political views

The Guardian

Attitude of organisation and its legal team is 'disgrace', says David Davis as Horizon scandal inquiry continues

FINANCIAL TIMES

Labour and Tory candidates suspended over alleged election betting

ETHICAL ADVISING

01

Risk based advice that includes the ethics, and potential public reaction, to a course of action

02

Even if something is “legal”, questioning if it is the right thing to do

03

Putting the business first does not always mean defending what it has done or what someone senior wants to do

Complying with your own professional obligations

04

Recognising when things are going wrong

05

Ethical advising does not mean:

- Not being commercial
- Not taking risks

06



A LAWYER'S REGULATORY OBLIGATIONS

THE ROLE OF LAWYERS AND THEIR REGULATOR (THE SRA) IS TO:



Support the constitutional principle of the rule of law and the proper administration of justice



Uphold public trust and confidence



Lawyers are personally accountable for compliance with their obligations



Act with honesty, integrity and independence

It is for all legal professionals to apply them, without exception and regardless of circumstance; and for boards, shareholders, consultants and others who have the capacity (and responsibility) to contribute and support, to do so in a way that provides meaning to the purpose of the principles for society.

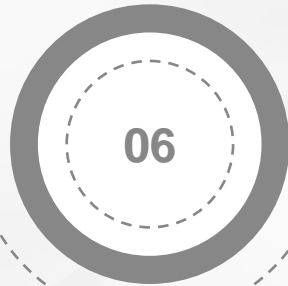
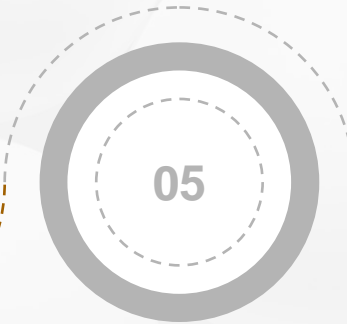


REGULATORY BACKGROUND ETHICAL CONSIDERATIONS



7 PRINCIPLES - YOU MUST ACT

In a way that upholds public trust and confidence in the profession



In a way that encourages equality, diversity and inclusion

With Honesty

01

02

03

04

05

06

07

In a way that upholds the rule of law and proper administration of justice

With Independence

With Integrity

In the best interests of each client

PRINCIPLES: APPLY TO ALL SOLICITORS, WHOEVER THEY ARE AND WHEREVER THEY WORK

WHY IT MATTERS

REPUTATION /
BRAND



PROTECTING THE
BUSINESS IN THE
LONG TERM



CORPORATE
CITIZENSHIP



PERSONAL
PROFESSIONAL
POSITION



FINANCIAL
IMPACT



CHANGE AT THE
TOP



CHANGING ATTITUDES

01 Attitudes and tolerances in society are changing

02 Impact of social media

03 Prevalence of independent investigations

04 Whistleblowing protections

05 Development of equality law





HR

Human Reality

ZEST

JO SMEDLEY



SEVENTH INNING STRETCH

THE

Changing face of Leadership

DOMINATION
Control

NEGOTIATION
Transactional

INSPIRATION
Transformational

CO CREATION
Inclusion



CULTURAL VIBES

& *connected tribes*





MIND THE GAP

Assumption

Fear

Ill Health

Taking Advantage



MINDSET & MODELLING



NEW SUPERHEROES



In town



COURAGE



COOPERATION



CREATIVITY



**CULTURAL
INTELLIGENCE**

AWARENESS



CONNECTION



ACTION



CHANGE

Celebrate!

CARE MORE

LEARN MORE

BE TRUE TO WHO YOU ARE ALWAYS





THANK YOU

*Keep in Touch
with Us*

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