



The Global Institute for Ethical Leadership
(GIEL)

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GIEL Ethics Statement

Our beliefs form the foundation for our ethical standards and we then express these standards through our organizational core values.

Beliefs

We believe,

that ethical standards do not change because they are given by the eternal God, but the application of those standards does change. Therefore, we will hold firm to our standards (as detailed below), but constantly learn and grow in how to apply these standards at the organizational, process and personal level. Because these standards do not change, no one in the organization (including the CEO and Board) can overturn these standards. The standards dictate behavior. Behavior or shifting beliefs do not dictate the standards.

that to have a successful company for a long period of time, we must run it in an ethical manner. We realize that not everyone is ethical, so we will be wise in how we carry out business with all our constituents because we do not want good people affected in a negative way. We will take care to hire people who can accept our standards so they will be fulfilled while working with us instead of frustrated. We will be careful to treat everyone fairly (according to our adopted standards), but we will take corrective action against unethical behavior.

that to have a highly ethical company does not mean that we will be legalistic. The bureaucracy does not uphold ethics, individuals do. So, we will be careful to set up structures that uphold our high standards without becoming legalistic and hindering creativity and individuality.

that the Covenant as expressed in the Old and New Testaments of the Bible is the best structure for forming our ethical standards. Based on the Covenantal model, we affirm that we are committed to all people with whom we do business to conduct ourselves in a manner that is consistent with our Business Ethics Statements and lived out through our Core Values. We realize that there are benefits for all of us if we do business this way and consequences if we do not. This Covenantal model emphasizes that we do the following:

Ethical Standards

- **Have a long term, big picture perspective** for our actions. We will not do business only for the moment. We realize that there are long term consequences to everything that we do so it is not worth it to violate our ethical standards for the moment. Also, we want to build an organization that lasts for the long term and we know that conducting ourselves in a highly ethical manner will lead to the long-term success of GIEL.
- **Be honest** in our communications. Transparent communication is at the heart of the Covenant We want to communicate in a way that clarifies rather than confuses. We owe it to our constituents because we respect them and we realize they are created in God's image just like us and are of equal value.
- **Show wisdom** in how we carry out our business. The Covenant demands that we be wise and not foolish in the decisions that we make. Thus, we will look to the guidance of the Bible, other pertinent material and the counsel of excellent contacts in making tough decisions. Wisdom according to the Covenant assumes ethics. This will be our stance in how we make business decisions that impact the organization. Wisdom will ensure that we create the proper balance between people and the organizational task that we want to accomplish.
- **Be diligent** in how we do our work on behalf of the organization. The Covenant demands that we not be lazy but fully use our gifts and talents to fulfill Covenantal purposes. We will constantly encourage our people to grow and develop. The passion to fulfill these Covenantal commitments will motivate us to diligence to do everything and more that we can do to service the people that will contact our organization (within and without).
- **Do good to people.** The Covenant demands that we think not only of our own interests but "also for the interests of others." We will constantly think of ways that we can help others according to what they truly need. We will take time to listen and go the extra mile to take action for good on behalf of those inside and outside the organization. This means that we will be responsive in how we carry out our financial affairs and as we have an abundance will particularly consider helping those in need. Part of doing good to people, however, is holding people accountable for their commitments.

Core Values

Based on our beliefs and Covenantal standards we hold the following as our Core Values and will stress these qualities in doing business:

- Integrity
- Excellence
- Respect
- Dependability
- Accountability
- Creativity