Leading to Integrity.
Empirical Study into the Effects of Leadership on Ethics and Integrity.
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This study answers the question what type of leadership helps protect the integrity of an organization and its employees. Although much has been written and presupposed in theory, little empirical data is available on the relationship between different leadership styles and types of integrity violations, such as corruption, fraud, improper use of authority, discrimination or sexual harassment. The research shows that ethical leadership styles, like role modeling and integrity focused leadership, limit the incidence and prevalence of integrity violations directly and indirectly through the ethical culture and the moral judgments of employees. Organizational leadership styles, like inspirational and result oriented leadership proved not to be effective to protect organizational integrity. This is an important finding for scholars in the field of leadership and ethics, as well as for practitioners, for whom this book offers a guide for leading organizations to integrity.