

2017 ANNUAL REPORT

Brian Picot Chair in Ethical Leadership

VICTORIA BUSINESS SCHOOL
ORAUARIKI

victoria.ac.nz/ethical-leadership

Capital thinking. Globally minded.





Highlights of 2017

- Research project The Ethical Leadership Challenge in New Zealand – 40 interviews with key persons within private, public and community sectors, starting an open dialogue with stakeholders about the Chair's work.
- Teaching in the Victoria Business School – developing Ethics Crash Courses, MBA Leading Change and contributing to VBS EQUIS re-accreditation.
- Partnering with Transparency International New Zealand and Institute of Business Ethics for our public seminars and events.
- Establishing a brand and website for the Brian Picot Chair in Ethical Leadership.

Plans for 2018

- Professor Lasthuizen's Inaugural Lecture on Tuesday 26 June 2018.
- Collaboration with Diana Unwin Chair - Conference on Restorative Justice and Ethical Leadership within New Zealand Corrections and Prisons, 23-25 October 2018.
- The Institute of Business Ethics will bring the Ethics at Work Survey to New Zealand and the Brian Picot Chair in Ethical Leadership is National Partner for this global project.
- Preparations for delivering the 4th Public and Political Leadership International Conference (PUPOL) in Wellington, on 11-12 April 2019 will continue.

Background

The Brian Picot Chair in Ethical Leadership was established in 2016. It is one of seven professorial Chairs within Victoria Business School (VBS) planned around contemporary issues in specialised areas, namely digital government, public finance, business in Asia, economics of disasters, restorative justice, ethical leadership and wellbeing & public policy. The Brian Picot Chair in Ethical Leadership is hosted within Victoria Business School's, School of Management (SoM).

Professor Karin Lasthuizen is the inaugural Chair, having taken up the position on 1 November 2016 and Victoria Beckett commenced a position supporting the Chair on 7 February 2017 at 0.5FTE. This was increased to 1.0FTE on 1 May.

For the purpose of this report the term "Chair" refers to the team of individuals contributing to the position.

Role Purpose and Scope

The Brian Picot Chair in Ethical Leadership has the following purposes established within the memorandum of understanding (MOU).

- A. Research
 - a. Research on ethical leadership, including applying international research and expertise to New Zealand context;
 - b. Supervision of graduate research projects and PhD research.
- B. Teaching
 - a. Teaching on leadership and ethics - at all levels in the Victoria Business School, including the MBA within the School of Management;
 - b. Providing leadership and guidance on how ethics is treated and included in relevant courses and overall teaching in the Victoria Business School;
 - c. Presenting executive education for professionals.
- C. Public Engagement
 - a. Engagement with, and advice to, the corporate, public and community sectors - including advice on ethics policies and ethics management;
 - b. Writing media articles and being available for interviews;
 - c. Management of visitor programme.

Advisory board

The Brian Picot Chair in Ethical Leadership is supported by an advisory board that includes senior representatives from Victoria University, partner and sponsoring organisations. The purpose of the advisory board is to enable the Brian Picot Chair in Ethical Leadership to engage in constructive dialogue with influential external stakeholders, in order to solicit useful and strategic advice that can help the holder of the Chair carry out the role. The Advisory Board consults with and provides advice to the Chair and the Head of the School of Management.

The advisory board met in December 2016 and three times during 2017 – in April, September and November. Mid 2017 we welcomed the new Dean of Commerce Professor Ian O. Williamson taking over from Professor Bob Buckle, who we are grateful for establishing the Chair. We were also very fortunate to have Philippa Foster Back attending the last two meetings in 2017. In addition, Lyn Provost met on a regular basis with Professor Lasthuizen to prepare advisory board meetings and ‘to chew the facts’. All these conversations were extremely helpful for the Chair to maintain focus, become connected with external stakeholders, develop closer “town – gown” relationships and settle in at VBS and in community at large.

We are very thankful to all members of the Advisory Board for their time and effort to make this first year of the Brian Picot Chair in Ethical Leadership successful.

Advisory Board Members	
Lyn Provost (Chair)	Chair of the Advisory Board in a personal capacity, having stepped down from the position of Controller and Auditor-General at the beginning of 2017
Rob Everett	CEO, Financial Markets Authority
Barry Jordan	Partner Forensics, Deloitte
Dr Mike Ross	Pukenga/Lecturer Te Kawa a Māui, Victoria University of Wellington
John Sax	CEO Southpark Corp, A business leader with strong interest in applied ethical leadership
Suzanne Snively	Chair, Transparency International New Zealand (TINZ)
Corresponding member	
Philippa Foster Back, CBE	Director, Institute of Business Ethics, London
Ex-officio members	
Professor Ian O. Williamson	Pro Vice-Chancellor and Dean of Victoria Business School
Professor John Brocklesby	Professor of Management Studies and Head of the School of Management where the Brian Picot Chair is located
Professor Karin Lasthuizen	Brian Picot Chair in Ethical Leadership
Victoria Beckett	Administrator, Brian Picot Chair in Ethical Leadership

Academic research on ethical leadership

The **Ethical Leadership Challenge in New Zealand** is Professor Lasthuizen's initial research project as the Chair. The research aims to explore the meaning of ethical leadership and its role in addressing the main ethical issues in New Zealand. It will also seek to identify the potential role for the Brian Picot Chair in Ethical Leadership and the University to contribute in this area.

We have interviewed a group of 40 key people from the public, private and community sectors. The project commenced in 2017 and the interview phase was completed in early November. We have just started the analysis phase, in which the interview data will be coded and interpreted in software program NVivo. The research team is comprised of Professor Lasthuizen, Vicky Beckett and Marece Wenhold, who is also PhD student and teaching assistant in the School of Government.

The interviews serve as input for a book that introduces the work of the Brian Picot Chair in Ethical Leadership at Victoria Business School to a wider audience, and Professor Lasthuizen will share the initial outcomes of this research project during her inaugural lecture at Victoria University in 2018. In addition, academic publications on situational ethical leadership theory are foreseen.

We see this work as an ongoing project to introduce the Chair to new stakeholders and have open conversations about ethical leadership and its importance for the New Zealand context. In the future we hope to include comprehensive perspectives from large businesses and cultural perspectives.

Professor Lasthuizen is **co-founder and on the Board of Directors of the international academic research network on Public and Political Leadership (PUPOL)**



(see www.pupolnetwork.com)

The second PUPOL international conference “Leadership for Public and Social Value” was successfully held on 6-7 April 2017 in Milton Keynes, UK – with about 90 participants. Professor Karin Lasthuizen was part of the closing forum, chaired paper sessions and presented two co-authored papers.

In addition, PUPOL is organising a Special Issue about ‘Ethical Leadership and the Integrity of Public Institutions’ for the Journal *Public Integrity*. Professor Lasthuizen is in the lead together with Dr Leonie Heres (USBO, The Netherlands) and Associate Professor Werner Webb (UNISA, South Africa). The Call for Papers will be sent out before the end of 2017.

The Chair will slowly build a PUPOL Chapter for Oceania; including New Zealand’s leadership researchers. We work closely together with Professor Brad Jackson (SoG; but moving to Griffith University in Brisbane, Australia in 2018 to take up a new position) and Dr Brian Spisak (Otago University). On 11-12 April 2019 the PUPOL Conference will be held in Wellington; this will be an exciting opportunity to launch PUPOL Oceania and bring insights from leading worldwide experts to New Zealand.

The Chair has been invited to join with Professor Chris Marshall, Diana Unwin Chair in Restorative Justice and his team to organise a **Conference on Restorative Justice and Ethical Leadership within New Zealand Corrections and Prisons**, 23-25 October 2018. This will include key themes around prison work, restorative justice and supportive ethical leadership. Professor Lasthuizen's previous work with Dr Toon Molleman and Hester Paanakker is highly relevant for this conference.

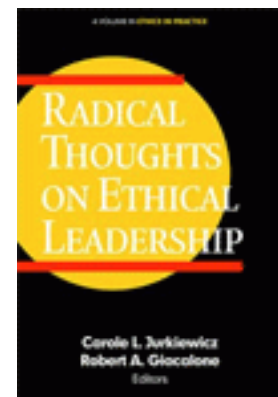
Analysing Survey Data. In 2017 our cooperation with external partners created opportunities to become involved in secondary data analysis of standardised survey data for New Zealand and include this research in academic and professional publications.

- The Brian Picot Chair in Ethical Leadership has been nominated as the New Zealand national partner for the global *Ethics at Work* survey 2018 from the Institute of Business Ethics (IBE). After the initial IBE survey report, the Chair will continue analysing the data for New Zealand, Australia and UK.
- We performed a pilot project involving an MBA student analysing *Safe and Healthy Workplaces* survey data from Orange Umbrella; unfortunately, this failed to come into being. New opportunities to continue our collaboration with Heidi Börner, Director of Orange Umbrella, through student projects are sought.

Publications 2016-2017

Huberts, L.W.J.C. & K. Lasthuizen (*forthcoming*). Corruption in Context: What Goes Wrong in Governance. In M. Powell, D. Wafa & T.A. Mau (Eds.) *Corruption in a Global Context: Restoring public trust, integrity, and accountability among public leaders and governing institutions*. Belgium: Bruylant Publishers.

Heres, L., L.W.J.C. Huberts & K. Lasthuizen (2017). Ethical leadership: a complex and messy phenomenon. In: Giacalone, R.A. & C.L. Jurkiewicz (Eds.), *Radical Thoughts on Ethical Leadership*. Chapter 7, pp. 135-150. Charlotte, NC: Information Age Publishing.



Lasthuizen, K. & H.L. Paanakker (2016). Combatting workplace aggression in detainee transport: A Dutch case study. Special issue 'Workplace aggression and leadership in the public sector' of the *International Journal of Public Sector Management* 29(1): 11-29.

Molleman, T. & K. Lasthuizen (2016). Perceived reintegration options during imprisonment. In: *Journal of the International Corrections and Prison Association*, #2-2016: 67-78.

This is the English translation of the Dutch article 'De ervaren mogelijkheden om te re-integreren vanuit detentie' in the professional outlet *Tijdschrift voor Veiligheid* (1, March 2016). The article is also translated in Spanish (La Percepción de las oportunidades de reintegración durante la vida intramuros) for ICPA in 2017.

Work in progress:

Professor Lasthuizen participated in Victoria University's writing retreat, 5 - 7 September 2017, held at Wellington's SPCA. These days were very productive and facilitated the writing process for two articles in progress:

Heres, L., K. Lasthuizen & L.W.J.C. Huberts. The Effects of Work Characteristics and Moral Task Complexity on Follower Expectations of Ethical Leadership. To be submitted to: *Journal of Business Ethics*.

Van Eeden Jones, I. & K. Lasthuizen. Building Public Sector Integrity in Developing Countries: An Indonesian Empirical Case Study on Ethical Leadership. To be submitted to: *Administrative Sciences*.

Research supervision of graduate research projects and PhD research

From Professor Lasthuizen's previous position in the Netherlands, **two Dutch PhD candidates** are brought that fall under her co-supervision. **Robin van Halderen** is in his final year and will finish his dissertation on noble cause corruption within the Dutch police force by the end of 2018; and **Jan Peter Gulmans** will commence his field study – in depth interviews with public sector officials who reported serious integrity violations within their work environment – in 2018.

Furthermore, Professor Lasthuizen served as a review committee member for the Dutch PhD thesis of **Imke Smulders** in October 2018. Imke's dissertation deals with the use of Twitter in community policing in the Netherlands. The public defense of the PhD thesis will follow in December 2017, although Professor Lasthuizen will not attend this meeting in the Netherlands.

During 2017 Professor Lasthuizen has taken on supervision of several students within Victoria Business School.

Both a talented Honours student and a Masters student started in July. Their theses have an ethics related theme.

Georgia Panagiotelis, Honours student, wrote her thesis on leadership development programmes.

Abstract: The focus of this study is the impact of leadership development programmes in training participants to become authentic transformational leaders. Six leadership development experts were interviewed in Wellington. New insights include the recognition of 'one size does not fit all' leadership training approach, use of group learning, significance of context, participant screening, need for participant effort, and fostering of an individual's true self. This study helps outline practices, and ways of approaching leadership development programmes, in order to develop authentic leaders for New Zealand's industry.

Hege Ovrebo, an international Masters student, will write her thesis about late Gen Y's expectations to ethics at work in New Zealand.

Abstract: The aim of the thesis is to explore the expectations the late Gen Y has to work and organisations in New Zealand, with a main focus on ethics. Late Gen Y (born 1992-1998) is the group entering the workforce now, and it is important for future employers and from a HR perspective to understand their expectations and address ethics issues in order to attract talent. Gen Y seem to be different from the previous generations and seem to have a more holistic view of ethics, as they grew up in a time of financial stability and a increased awareness of global warming and environmental issues such as natural resources running out. It is therefore argued that the late Gen Y are more interested in wider ethical issues, both at the organisational level, but also fair treatment and having a safe place to work. Focus groups, Q-study and interviews among respondents from this younger generation will be conducted during the first half of 2018.



Recently two international PhD students were brought to Professor Lasthuizen's attention and she gladly accepted the opportunity to co-supervise their theses within Victoria Business School's graduate program. Both students received financial support from their national government in form of a full time PhD scholarship for 4 years.

Dedy Eryanto, a government auditor from Indonesia, will start within the School of Management in December 2017. His thesis subject is 'The Effectiveness of Public Sector Integrity Systems in Indonesia' with as a Case study: the Audit Board of the Republic of Indonesia – BPK'. Co-supervising with Professor Tony van Zijl, School of Accounting and Commercial Law.

Quynh Huong Pham Nguyen, currently lecturer at the University of Transport and Communications (UTC) in Vietnam. Her thesis subject will cover sustainability, CSR and ethics within the construction sector, and will probably include a case study about SME's international trade between Vietnam and New Zealand. Co-supervising with Dr Nigel Isaacs and Dr Adele Lea from the School of Architecture, who will host Quynh Huong.

Overview student supervision		
<i>Robin van Halderen</i> PhD Student University of Applied Science Avans Den Bosch Co-supervision with Professor Emile Kolthoff (OU), The Netherlands	Subject: Noble cause corruption within the Dutch police force	End date: 2018
<i>Jan Peter Gulmans</i> PhD Student VU University Amsterdam Co-supervision with Professor Leo Huberts (VU) and Professor Emile Kolthoff (OU), The Netherlands	Subject: Reporting integrity violations and the process of individual ethical decision-making	End date: 2020
<i>Dedy Eryanto</i> PhD Student VBS/SoM; Full time scholarship from Indonesian Government Co-supervision with Professor Tony van Zijl	Subject: The effectiveness of public sector integrity systems in Indonesia. The case study of the Audit Board of the Republic of Indonesia-BPK.	Start date: November 2017
<i>Quynh Huong Pham Nguyen</i> PhD Student School of Architecture; Full time scholarship from Vietnamese Government Co-supervision with Dr Nigel Isaacs and Dr Adele Lea, School of Architecture	Subject: Sustainability of SME's in the construction sector.	Start date: February 2018
<i>Hege Ovrebo</i> Masters student HRIR, SoM	Subject: Late Gen Y's expectations to ethics at work.	July 2017 till July 2018
<i>Georgia Panagiotelis</i> Honours student HRIR, SoM	Subject: Leadership development programmes and the way participants are trained to become authentic transformational leaders.	July 2017 till October 2017

Board Involvement

Within Victoria Business School, Professor Lasthuizen is the representative for the School of Management in the **Pipitea Human Ethics Committee** (HEC) whose chief function is to review, approve and monitor all research proposals involving human participants—from staff and students. Meetings take place on a monthly basis.

Professor Lasthuizen is associated with several academic **editorial boards**:

Public Integrity	A double-blind, peer-reviewed academic journal that publishes original content manuscripts addressing ethical issues affecting society. The scope of ethical issues includes governments, NGOs, non-profits, businesses, corruption, law, social equity, criminal justice, environment, and human rights.
Administrative Sciences	An international, peer-reviewed and open access scholarly journal, which publishes original theoretical and empirical work in organisation studies.
Palgrave Pivot foundations series	A series of books about the foundations and future of Government and Public Administration. Series co-editors are Professor Raadschelders, Associate Dean of John Glenn College of Public Affairs of The Ohio State University (USA)/University of Leiden (NL) and Professor Rhodes, Department of Politics and International Relations University of Southampton (USA). This project has just commenced.

In addition Professor Lasthuizen has acted as an Article Editor for a manuscript submitted to Sage Open and regularly serves as a peer reviewer of academic papers.

Research assistance

<i>Dr Donatella Cavagnoli</i> Research administrator VBS	Research Administrator for <i>Ethics in VBS Curriculum</i> project.	April 2017 – June 2017 0.1 FTE
<i>Marece Wenhold</i> PhD student and teaching assistant SoG	Transcriber and researcher for <i>The Ethical Leadership Challenge in New Zealand</i>	May 2017 – December 2017 Hourly basis We are seeking to offer Marece a 0.5 FTE contract from January till June 2018 (6 months).
<i>Ian Calder</i> PhD student SoM	Transcriber for <i>The Ethical Leadership Challenge in New Zealand</i>	May 2017 – October 2017 Hourly basis

Teaching on leadership and ethics in VBS

During 2017 five ‘crash courses’ about ethics have been developed and delivered in undergraduate programmes of Victoria Business School.

Crash Course - Topic	School	Course
1. Ethical Leadership	School of Management	MGMT321, 1 lecture in June 2017
2. Ethical Decision Making	School of Accounting and Commercial Law	ACCY111, 4 lectures in March and October 2017
3. Ethical Reputation	School of Government	FCOM111, 4 lectures in May and October 2017
4. Research Ethics	School of Management	TOUR380, 1 lecture in July 2017
5. Integrity Violations and Corruption Measurement	Victoria International Leadership Programme (VILP)	1 seminar in August 2017

PhD course (in English) of 4 full days in the Netherlands about **Leadership in the Public Sector** - for the Netherlands Institute of Government: 10-13 April 2017. (Paid consultancy). Evaluation score for the lecture style of Professor Lasthuizen was 5 out of 5.

Teaching **MBA Course Leading Change**: 4 Saturdays in 2017 – 25 November, 2, 9 and 16 December. With approximately 40 students. In 2018 it is intended that this course will develop into a MBA elective course with the theme of *Ethical and Sustainable Leadership*.

Providing leadership and guidance on ethics in the Victoria Business School

The Chair commenced a project to review ethics coverage in the VBS Curriculum. In the first phase of the project an extensive (excel) overview of courses that pay attention to ethics, CSR and/or sustainability themes has been produced, that also has been used for EQUIS accreditation purposes. For this phase the Chair was provided a research administrator by the School (Dr. Donatella Cavagnoli). The deadline was May 2017. In 2018 the Chair will further advise the School about how ethics is treated and included in relevant courses and overall teaching and what the strengths and weaknesses in the current Curriculum are; and also see this as an opportunity to bring the ethics crash courses under the attention of Heads of Schools and Programme Directors.

Professor Lasthuizen is a member of the **Principles for Responsible Management Education (PRME) Steering Committee** for Victoria Business School. The committee is chaired by Dr Christian Schott (who is the VBS representative for PRME). The steering committee works closely together with AVC (Sustainability) Associate Professor Marian van den Belt. Victoria Business School is among the first Schools worldwide who became Advanced Signatory to PRME, see <http://www.unprme.org>

Among PRME Steering Committee tasks is advising the School how to improving responsible management education and raising awareness among staff and students about the 17 United Nations Sustainable Development Goals. One of the initiatives is a School wide 101 Course in Sustainability, in which the Chair will be teaching during 2018, to improve ethical reasoning capabilities among undergraduate students and provide an ethical leadership lens for management and policy problems.



Executive education

Content	Audience	Date
Ethical Dilemma Training	Victoria University accountants, via Sheryl Tank - paid consultancy	Friday 12 May 2017 – half day programme
Seminar on Gender and Ethical Leadership	New Zealand Women in Leadership (NZWiL) - June program for academic senior leadership – coordinated by Sarah Schulz / Annemarie de Castro	Tuesday 20 June 2017
Lecture at Careers Advisers Conference	Victoria Student Recruitment, via Rachel Manirakiza, Pipitea Campus, Wellington	Friday 31 March 2017 – <i>was cancelled last minute – due to the weather – will be re-scheduled.</i>

Public engagement

Victoria Business School's location within the centre of New Zealand's thriving capital city and close to Parliament, Government departments and where many businesses have their head offices, provides an excellent opportunity for the Chair to engage with and form beneficial partnerships with public, private and community organisations.

The Chair's Administrator, Victoria Beckett, has a focus on engagement and started the year by compiling a database of contacts which will be merged with the University's central alumni and stakeholder database.

The six public events held during the year (see below - Events and public lectures in 2017) along with the 40+ contacts made during the Chair's initial research project generated substantial responses and helped to promote the establishment of the Chair and build the database of contacts. It is anticipated as the research outputs of the Chair increase during 2018 that Professor Lasthuizen will establish a greater presence within New Zealand media. Either through press releases announcing latest research and events or in response to requests to comment from journalists on key topics.

Working with the University's central marketing team a water themed brand image for the Chair was created and can be found as a banner image on the Chair's website, on event invitations and incorporated into pull up banners for the Chair.

A website has been created (www.victoria.ac.nz/ethical-leadership) within the School of Management and wider Victoria Business School website architecture. It will continue to be developed as an accessible repository for the research outputs of the Chair. The research, publications and resource sections will be expanded regularly, to include easily digestible 'bite sized' segments of useable information that can be translated back into everyday business. An example of this is the video shorts of the José Ugaz public lecture.

Brian Picot Chair in Ethical Leadership

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Brian Picot Chair in Ethical Leadership

The Brian Picot Chair in Ethical Leadership at Victoria Business School works towards facilitating a transparent and ethically sound business sector.

From the Chair

I am delighted to be the inaugural Brian Picot Chair in Ethical Leadership and am excited to share with you my knowledge and expertise.

It is thrilling to have a position in the capital city based at the heart of the government and business centre of New Zealand.

I look forward to exploring ethical leadership in New Zealand over the next five years and beyond. This has already started with the first phase project for the Chair: [The Ethical Leadership Challenge in New Zealand](#). I hope that many people will share their thoughts and experiences with me as we all work towards facilitating a transparent and ethically sound business sector.

The following is a summary of the main partnerships which have been formed during 2017.

Organisation	Engagement
Transparency International New Zealand	Professor Lasthuizen accepted to become the Chair, Ethics Committee. Joined the Leader Integrity Forum.
Institute of Business Ethics (IBE)	The Chair will be the New Zealand National Partner for the IBE's Ethics at Work Global Survey.
Orange Umbrella, Heidi Borner (Director)	This consultancy firm is helping businesses to monitor a Safe and Healthy Workplace. Over the years they have collected a large dataset and now encourage academic research into the survey data.
James Bushell, Director, MOTIF and Pat Shepherd, Cief Doer of Things, One Percent Collective	James and Pat would like to stay connected with the Chair's work and they have been invited to give a guest lecture in the MBA Course Leading Change.
Ambassador Rob Zaagman, of the Kingdom of The Netherlands	As a citizen of the Kingdom of The Netherlands Professor Lasthuizen has enjoyed reciprocal event engagements with Ambassador Zaagman.
Institute of Directors in New Zealand	The Institute of Directors has obvious links with the work of the Chair and we look forward to making closer connections during 2018.
Chartered Accountants Australia + New Zealand	The Chair met with Karen McWilliams, Ethics and Sustainability Leader.
BusinessNZ	Kirk Hope, CE and Abbie Reynolds Executive Director, Sustainable Business Council were interviewed for the Chair's first research project and we hope to engage with them in the future.
Jane Mitson, New Zealand Customs Service	Tête-à-tête exchange of thoughts and ideas.
Tim Brown, Infratil and Wellington Airport	The Chair had a useful introduction meeting and it is expected that conversations will continue.
New Zealand Police Headquarters	Review a report and a proposal related to integrity policies (Paid consultancy).

Internal engagement

The work of the Chair could not happen without the substantial support and engagement from many other roles within the University environment. These include but are not limited to:

- Professor Ian O Williamson – Pro Vice-Chancellor and Dean, Victoria Business School and Faculty staff including; Rachael Thacker, Engagement Manager; Kay de Malmanche, Senior Administrator Engagement; Laura Cooper, Senior Faculty Finance Advisor; Shali Wilson, HR Advisor.
- Academic and Professional staff within the School of Management.
- The University Development Office, in particular Tricia Walbridge who supported the establishment of the Chair and retired at the beginning of 2017.
- Central marketing and communications departments.

Events and public lectures in 2017

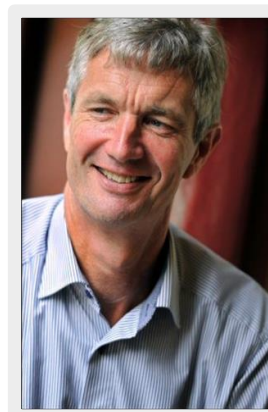


Date	Presenter	Topic	Attendance
26-01-2017	Professor Karin Lasthuizen	Lunchtime talk about Ethical Leadership for TINZ Leader Integrity Forum	35
25-05-2017	Professor Zeger van der Wal - Lee Kuan Yew School of Public Policy, Singapore	Book launch: The 21st Century Public Manager	20
01-08-2017	Jose Ugaz - Transparency International's Global Chair	Public lecture: The Risk of Grand Corruption in New Zealand	120
14-09-2017	Professor Karin Lasthuizen	Lunchtime talk about Ethical Leadership for SKAL, the association for tourism professionals on invitation of A/Prof Ian Yeoman (SoM)	20
29-11-2017	Philippa Foster Back - Director of Institute of Business Ethics, London (UK)	Public seminar: Setting the tone: Ethical Business Leadership - a New Zealand Perspective	40
6-12-2017	Professor Bill Tomlinson	Lunchtime talk about Information Systems, Sustainability, and Global Disruption. Together with Christian Schott, PRME representative VBS.	...

Management of a visitor programme

We intend to invite John Mathew Groot as the first fellowship/visiting scholarship of the Brian Picot Chair in Ethical Leadership. To explore opportunities and collaborations John will visit VBS in February/March 2018 for 2-3 weeks. John is Head of the Support Centre for Integrity Investigations of Holders of Political Office in the Netherlands and could share his expertise around (dealing with) integrity issues in Politics.

In preparation for his visit we consulted Andrew Kibblewhite (Department of the Prime Minister and Cabinet), followed by a conversation with Catherine Williams (State Services Commission) and Rebecca Rolls (Serious Fraud Office).



Sponsorship

The Brian Picot Chair in Ethical Leadership has been established with support from a private donor, the Gama Foundation and the Financial Markets Authority.

In the initial year of the Chair we remained within the financial budget, keeping \$50K in reserve for additional research assistance in 2018.

Professional Development of Staff

Topic	Course	Staff
P-Card training	Seminar November 2016 and February 2017	Professor Lasthuizen and Victoria Beckett
Iproc	In house training, 21 February 2017	Victoria Beckett
Web best practice	In house training, 14 March 2017	Victoria Beckett
Elements PBRF	In house training, March and April 2017	Professor Lasthuizen and Victoria Beckett
Teachbaz – Use of video in teaching	In house training, 26 October 2017	Victoria Beckett
Nvivo, software programme for analysing qualitative data / interviews	Webinars and workshops, May – July 2017	Professor Lasthuizen, Victoria Beckett and Marece Wenhold
Te Hāpai—Introduction to Te Reo and Tikanga Māori	Seminar, July 2017	Professor Lasthuizen and Victoria Beckett
Supervising Master and PhD Students	All-day VBS Course, July 2017	Professor Lasthuizen
Tourism NZ, Business Events funding seminar	5 April 2017	Victoria Beckett
Raiser's Edge Stakeholder database	In house training, 22 November 2017	Victoria Beckett

Contacts



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Brian Picot Chair in Ethical Leadership

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School of Management *Te Kura Whakahaere* - Victoria Business School *Orauoriki*
Victoria University of Wellington *Te Whare Wananga o te Upoko o te Ika a Maui*





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