



VICTORIA UNIVERSITY OF
WELLINGTON
TE HERENGA WAKA

ANNUAL REPORT 2019

Brian Picot Chair in Ethical Leadership

**CAPITAL THINKING.
GLOBALLY MINDED.**
MAI I TE IHO KI TE PAE

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From the Chair

In the third year of the Brian Picot Chair in Ethical Leadership everything came together. Many highlights were worth remembering but, more importantly, I was able to celebrate these moments with all the people close to the Chair: my staff, associates, and visiting scholars; advisory board members and sponsors; university colleagues and staff; and other internal and external stakeholders within our network. I'd like to thank everyone for assisting in achieving these milestones.



Professor Karin Lasthuizen
Brian Picot Chair in Ethical
Leadership

**He aha, te mea nui o te Ao? He
tāngata, he tāngata, he tāngata!**

What is the most important thing in
the world? It is the people, it is the
people, it is the people!



International participants and the Chair's stakeholders, associates, and advisory board members at the fourth international Public and Political Leadership (PUPOL) academic conference dinner, held at the Wellington Club in April 2019.



Highlights of 2019

- Launched the EdX massive open online course (MOOC) Ethical Leadership in a Changing World in July 2019, and about 2,200 learners from 132 countries participated in the first edition
- Transformed the MOOC into a Business School for-credit course for undergraduate students university-wide, and it became part of the Executive Master of Business Administration (EMBA) as a professional development course
- Hosted the fourth international Public and Political Leadership (PUPOL) academic conference, Collaborative Leadership for a Sustainable Future, on 11 and 12 April 2019
- Edited two special journal issues for *Public Integrity* and for the *International Journal of Public Leadership*.

Plans for 2020

- Focus on new research projects and dissemination of knowledge through journal publications, professional articles, and debate
- Welcome new staff—a postdoctoral research fellow will start work with the Chair on 1 April 2020
- Rerun the MOOC on ethical leadership via EdX and for-credit courses at the Business School during the year
- Co-organise Leadership Week for Victoria University of Wellington students
- Finalise the *Business Integrity Booklet*
- Prepare research proposals for a longitudinal survey research project among the young workforce of New Zealand.

Background

The Brian Picot Chair in Ethical Leadership was established in 2016 with the purpose of strengthening the Wellington School of Business and Government's capabilities in training, research, and support to communities of interest, and to improve the understanding and practice of ethical leadership in business, government, and civil society organisations in New Zealand.

The Brian Picot Chair in Ethical Leadership is hosted within the Wellington School of Business and Government's School of Management.

Professor Karin Lasthuizen is the inaugural Chair, having taken up the position on 1 November 2016. Victoria Beckett commenced a position supporting the Chair on 7 February 2017. Vicky has accepted a secondment opportunity to the position of engagement manager for the Business School from August 2019 to August 2020.

Temporary additional administrative, teaching, and research positions, and adjunct and visiting positions are created as demand arises.

Note: 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.

RESEARCH:

- undertaking research on ethical leadership, including applying international research and expertise to the New Zealand context
- supervising graduate research projects and PhD research.

TEACHING:

- teaching on leadership and ethics at all levels in the Business School, including the Master of Business Administration within the School of Management
- providing leadership and guidance on how ethics is treated and included in relevant courses and overall teaching in the Business School
- presenting executive education for professionals.

PUBLIC ENGAGEMENT:

- engaging with, and advising, the corporate, public, and community sectors, including advice on ethics policies and ethics management
- writing media articles and being available for interviews
- managing a visitor programme.

Advisory board

The Brian Picot Chair in Ethical Leadership is supported by an advisory board that includes senior representatives from Te Herenga Waka—Victoria University of Wellington and partner and sponsoring organisations. The purpose of the advisory board is to enable the Chair to engage in constructive dialogue with influential external stakeholders 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 three times in 2019: in May, August, and December. Lyn Provost chairs the advisory board and meets with Professor Lasthuizen on a regular basis to prepare for advisory board meetings and discuss topical issues.

In addition, the Wellington School of Business and Government's development manager attends advisory board meetings to keep abreast of developments within the Chair.

We wish to thank all members of the advisory board for their time and effort.



Advisory board members

Lyn Provost, CNZM	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
James Bushell	Director, MOTIF
Rob Everett	CEO, Financial Markets Authority
Barry Jordan	Commercial mediation specialist, former managing partner of the New Zealand Deloitte forensic team
Dr Mike Ross	Pukenga/lecturer, Te Kawa a Māui, Te Herenga Waka—Victoria University of Wellington
John Sax	CEO Southpark Corp, a business leader with strong interest in applied ethical leadership
Suzanne Snively, ONZM	Chair, Transparency International New Zealand
Mike Webb	General manager professionalism and assurance, New Zealand Police

Corresponding member

Philippa Foster Back, CBE	Director, Institute of Business Ethics, London
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Ex-officio members

Professor Ian O. Williamson	Pro-Vice-Chancellor and Dean of Wellington School of Business and Government
Professor Urs Daellenbach	Associate professor and head of the School of Management

Academic research and collaborative projects

The Chair's research aims to provide evidence-based information and share international best knowledge and practices for New Zealand public, private, and community sectors.

A first research project focused on bringing papers together from international scholars in a special symposium issue on ethical leadership and the integrity of public institutions for the journal *Public Integrity*. The issue was published in December 2019.

Professor Lasthuizen led the guest editorial team, comprising Dr Leonie Heres from the Netherlands and Associate Professor Werner Webb from South Africa.

Their introduction paper is titled 'Ethical leadership within the public and political realm: A dance with wolves?' It argues that there is a sense of urgency for studying the ethical and unethical leadership of political and public leaders and to offer evidence of the consequences of their leadership, in all its facets, on the integrity of our institutional context.

Other research focused on ethical leadership and public sector integrity in Indonesia.

It was a nice surprise to be awarded the 2018 *Asia Pacific Journal of Public Administration (AJPA)* best article prize for Professor Lasthuizen's co-authored paper with Dr Iris van Eeden Jones, 'Building public sector integrity in Indonesia: The role and challenges of ethical leadership'.

After this award, the Chair received an invitation from Indonesian media network *The Conversation* at the end of 2019 to write an article about ethical leadership and its role in restoring trust in Indonesian state-owned enterprises. The article, written with Dr van Eeden Jones and Dedy Eryanto, will be published at the beginning of 2020.

Based on new findings from Dedy Eryanto's PhD research into public-sector integrity within the Indonesian Supreme Audit Institution, the writing team continues to work on a conference paper for the fifth international PUPOL conference in the Netherlands.

Professor Lasthuizen is a founder and board director of the international academic research network Public and Political Leadership (PUPOL). It was exciting to host the fourth international PUPOL conference, Collaborative Leadership for a Sustainable Future, on 11 and 12 April 2019 at Te Herenga Waka marae, which attracted more than forty international leadership scholars and had a strong representation from the Asia-Pacific region.

For university colleagues and stakeholders, we offered two well-attended workshops. A conference dinner was organised at the Wellington Club where the Chair's stakeholders, associates, and advisory board members could meet and greet the international audience.

The leadership and organising skills of Victoria Beckett were invaluable in making the conference so successful.



Following the conference, Professor Lasthuizen served as the sole lead editor for the conference issue of the *International Journal of Public Leadership*, entitled 'Political and public leadership: Advancing ethics and the common good', with papers by the Chair's adjunct research fellow Heidi Börner and Te Herenga Waka—Victoria University of Wellington colleagues Dr Esme Franken and Dr Geoff Plimmer. Professor Brad Jackson, formerly of Victoria University of Wellington, contributed with an introductory paper for the special issue, entitled 'The power of place in public leadership research and development', that captured his excellent keynote speech for the conference.



An important research stream of the Chair focuses on the Institute of Business Ethics' global Ethics at Work survey 2018, for which the Chair was New Zealand's national partner. The quantitative data set, including 12 countries, will be further analysed for dissemination in journals and conference presentations in 2020 with a focus on the data for New Zealand and Australia. The facts and figures give important insights on employees' attitudes and views about workplace ethics in New Zealand and are key to facilitate a transparent and ethically sound business sector. Dr Franken has been the researcher for this project since late 2019, and she will be part of resulting Ethics at Work publications in 2020.

Additionally, Professor Lasthuizen presented the New Zealand findings for professional audiences at numerous events throughout the year and accepted a visiting professorship at Macquarie University in Australia from 2 to 9 July 2019 to present the comparative research findings. Professor Grant Michelson, head of the Department of Management at Macquarie Business School, has been invited for a return visit to Wellington in 2020.

In September 2019, Professor Lasthuizen was invited to the farewell of Professor Leo Huberts at Vrije Universiteit Amsterdam in the Netherlands and to give a well-attended workshop about ethical leadership.

For this occasion, she wrote an essay on ethical leadership, 'Leading to be ethical: Debunking five ethical leadership myths' that was published in the peer-reviewed edited volume, *It is all about integrity, stupid. Studies on, about or inspired by the work of Leo Huberts*.

During her stay, she also attended the public defence of her PhD student Robin van Halderen about noble cause

corruption within the Dutch police force (see student project update, page 8).

Another publication, the book chapter 'Corruption in context: What goes wrong in governance' that Professor Lasthuizen wrote with Professor Huberts, was published after a delay of two years. Her co-authored contribution can be found in the book *Corruption in a Global Context*.

At the end of 2019, Professor Lasthuizen attended the Australasian Business Ethics Network (ABEN) conference, Business Ethics: new challenges, better theories, practical solutions, at RMIT in Melbourne, Australia, from 8 to 10 December.

Professor Lasthuizen presented a paper, entitled 'Opportunities and Challenges for Ethical Leadership in New Zealand', and chaired a paper session. While in Melbourne, she met with Professor Michelson and his colleagues from Macquarie Business School, and with her former colleague Associate Professor Irma Mooi-Reci, head of Sociology, Social Policy, and Social Theory at the University of Melbourne.

Board involvement

Professor Lasthuizen is part of the academic editorial boards of the following international journals and book series: *Public Integrity*, *International Journal of Public Leadership*, and *Administrative Sciences*, and the Palgrave series *Foundations and Future of Government and Public Administration*.

She was also an evaluation committee member for *Administrative Sciences*' Best Paper Awards 2019.

Professor Lasthuizen has accepted an invitation to serve on a professorial promotions committee for the Cyprus University of Technology in 2020.

Publications

BOOKS AND BOOK CHAPTERS

- Huberts, L.W.J.C., & Lasthuizen, K. (2019). Corruption in context: What goes wrong in governance. In Powell, M., Wafa, D., & Mau, T.A. (Eds.) *Corruption in a Global Context: Restoring public trust, integrity, and accountability among public leaders and governing institutions*, (pp. 44-67). Routledge.
- Lasthuizen, K. (2019). Leading to be ethical: Debunking five ethical leadership myths. In De Graaf, G. (Ed.) *It is all about integrity, stupid. Studies on, about or inspired by the work of Leo Huberts*, (pp. 247-256). The Hague: Eleven International Publishing.

REFEREED JOURNAL ARTICLES

- Lasthuizen, K., Heres, L., & Webb, W. (2019). Ethical leadership within the public and political realm: A dance with wolves? Introduction to special symposium issue 'Ethical Leadership and the Integrity of Public Institutions', *Public Integrity*, 21(6), 549-552. <https://doi.org/10.1080/10999922.2019.1667663>

EDITORSHIP OF JOURNAL SYMPOSIA

- PUPOL conference special issue 'Political and public leadership: Advancing ethics and the common good'. *International Journal of Public Leadership*, 15(4), 2019 (lead symposium editor). www.emeraldinsight.com/2056-4929.htm
- Special symposium issue 'Ethical Leadership and the Integrity of Public Institutions'. *Public Integrity*, December 2019. (Lead symposium editor; with Heres, L., and Webb, W.) www.tandfonline.com/doi/abs/10.1080/10999922.2019.1667663

CONFERENCE PAPERS AND EDITORSHIP OF CONFERENCE PROCEEDINGS

- Börner, H., & Lasthuizen, K. (2019). *Leading to Safe, Healthy and Ethical workplaces: Responses of Company Governance and Leadership to Employee Reports and the Role of Ethical Leadership*. Conference paper, PUPOL conference, Victoria University of Wellington, 11–12 April 2019.

- Lasthuizen, K., & Wenhold, M. (2019). *Opportunities and Challenges for Ethical Leadership in New Zealand*. Conference paper, ABEN Conference, 8–10 December 2019.
- Conference proceedings, fourth PUPOL international conference, Collaborative Leadership for a Sustainable Future, 11–12 April 2019, Wellington, hosted by the Brian Picot Chair in Ethical Leadership.

PROFESSIONAL/MEDIA/INTERNET PUBLICATIONS

- Lasthuizen, K. 'Ethical leadership starts with individual authenticity and integrity.' Interview with Stephen Walker, president Chartered Accountants Australia New Zealand (CA ANZ). 20 March 2019. www.charteredaccountantsanz.com/news-and-analysis/news/ethical-leadership-starts-with-individual-authenticity-and-integrity
- Lasthuizen, K. 'Ethical leadership drives organisational success.' Interview with Stephen Walker, president Chartered Accountants Australia New Zealand (CA ANZ). 6 February 2019. www.charteredaccountantsanz.com/news-and-analysis/news/ethical-leadership-drives-organisational-success

- Lasthuizen, K., and Wenhold, M. (2018). Update of Chapter 5, 'Business (Pillar 12)'. In *Building Accountability. National Integrity System Assessment 2018 Update*. Transparency International New Zealand, pp. 332-368. Publication and media release, May 2019. www.transparency.org.nz/national-integrity-system-assessment-2018-update

OTHER PUBLICATIONS—RESEARCH ASSOCIATES

- Börner, H.E., & Lassowski, S. (2019). Health and safety leadership. A study of employee perceptions and company leader responses in New Zealand's electricity supply industry. Special issue 'Political and public leadership: Advancing ethics and the common good'. *International Journal of Public Leadership*, 15(4), 257-273. <https://doi.org/10.1108/IJPL-06-2019-0035>

Student supervision

During 2019, Professor Lasthuizen supervised several PhD students and one Master's student. Additionally, she was an examiner for two dissertations.

Overview of student supervision during 2019

Dr Robin van Halderen PhD student, University of Applied Science Avans Den Bosch Co-supervision with Professor Emile Kolthoff, Open University of the Netherlands	Subject: Noble cause corruption within the Dutch police force Title (Dutch): Taakgerelateerd ongeoorloofd handelen. Een verkennend onderzoek binnen de Nederlandse politie.	End date: 6 September 2019
Jan Peter Gulmans PhD student, Vrije Universiteit Amsterdam, the Netherlands Co-supervision with Professor Leo Huberts, Vrije Universiteit Amsterdam, and Professor Emile Kolthoff, Open University of the Netherlands	Subject: Reporting integrity violations and the process of individual ethical decision-making	End date: 2021
Dedy Eryanto PhD student, Wellington School of Business and Government/School of Management; Full-time scholarship from the Indonesian Government Co-supervision with Professor Tony van Zijl	Subject: Integrity management in the Supreme Audit Institution. A case study in Indonesia	End date: 2020
Saloni Pandey Master of Commerce, Human Resource Management and Industrial Relations/ School of Management Supervisor	Title: Human resources and ethics: A relationship that is work in progress.	End date: December 2019 Graded B
Dr Esme Franken Internal examiner	PhD thesis, Victoria University of Wellington	Date: November 2019
Dr Henrietta Hamilton Skurak External examiner	PhD thesis, University of Canterbury	Date: September 2019

Student project update

Dr Robin van Halderen successfully defended his Dutch dissertation on noble cause corruption within the Dutch police force on 6 September 2019 at the Open University in Heerlen, the Netherlands, with Professor Lasthuizen in attendance.

His PhD thesis has been published as an academic book and his research was used in a guide for practitioners.

Saloni Pandey, Master's student, Human Resource Management and Industrial Relations, School of Management, finalised her thesis 'Human resources and ethics: A relationship that is work in progress' in December 2019.

Dedy Eryanto, PhD student, School of Management, presented his research in a conference paper during the well-attended fourth international PUPOL conference in Wellington in April 2019. Dedy will finalise his thesis by the end of 2020.

Dr Esme Franken accepted a temporary position as research assistant within the Chair from November 2019 to January 2020, and we will continue working with her on publication of the IBE Ethics at Work data in 2020.

In 2020, four new PhD students will work under Professor Lasthuizen's supervision.



Dr Robin van Halderen (centre) with the promotion committee and his supervisors, Professor Emile Kolthoff (second from right holding blue book) and Professor Karin Lasthuizen (middle row, right).



Course offerings

The Chair has established itself with the teaching of ethics courses on all levels across the Wellington School of Business and Government and across the University, supervising students and providing guidance on ethics in research and teaching.

The EdX global MOOC ‘Ethical Leadership in a Changing World’ went live from 3 July until 21 August 2019. See: www.edx.org/course/ethical-leadership-in-a-changing-world

This online course is an introduction to the theories and practices of ethical leadership, with a focus on organisations. Drawing on New Zealand case studies, the course will enable learners to recognise the role of ethics in organisational decision-making, analyse the actions of leaders from an ethical perspective, and become an ethical leader themselves. The course content is all online in the form of short videos about ethical leadership theory and practice, cases, discussion boards, and quizzes.

The course objectives are:

- to understand the meaning and importance of ethical leadership for business organisations
- to recognise the role of ethics in organisational decision-making
- to analyse the actions of leaders within organisations, from an ethical point of view
- to apply ethical theories to the practices of leadership
- for individuals to reflect on their ethical practices and actions in both present and future leadership roles.

The innovative project took 600 hours and six months to complete, and we are grateful to the many people inside and outside the University who helped us build the course. Special thanks go to all the stakeholders and associates of the Chair who came to the Centre for Academic Development studio at the Kelburn campus to be videoed for the expert and case study videos.

We are also grateful for the tremendous help of Visiting Professor Alan Lawton, who was in Wellington for a couple of weeks during January 2019 to join Professor Lasthuizen as an instructor for the MOOC, and Aram Korevaar, from the Dutch company Studio Alarm, who drew a huge amount of illustrations and animations for the MOOC during the first half of 2019.

The MOOC was a big success—about 2,200 learners from 132 countries participated in the course, including 700 learners from New Zealand. More details of this cohort are shown in the graphs on this page.

The following are some of the comments from learners who took part in the first live run of the course in July and August 2019.

“I liked how each aspect of ethics was broken down and made clear. It was not just theory for us to think upon but clear information that will make us think, and guidelines that show us how we can act on the knowledge.”

MOOC STATISTICS



Source: EdX Insights

"It is hard to pick out one aspect that I enjoyed the most. I thoroughly enjoyed all of it, but if I had to pick out the most enjoyable, I would say that it was being able to listen to the views, opinions, and experiences of the practitioners. I found all the presenters interesting to listen to and found their viewpoint enlightening. I also loved the students talking about what they were looking for in a workplace. All of them really just wanted basic human rights—it is that simple."

"The interactive nature of the programme using short video clips along with the rolling text—I've not seen that before in online learning, and it worked well. The ability to access the transcripts too was great. I liked the other independent readings on offer also."

"Videos from Karin and Alan were engaging, informative, and professional."

"The most enjoyable part of the course was exploring ideas and concepts that feel very inherent to me in a more rational, academic way. It ultimately gave me a better understanding of why I think the way I do and why others might think differently."

"I thoroughly enjoyed this course. The concept of holding ethical values and morals high will help in becoming an ethical leader. Being ethical at home and society will make you an ethical leader at work. This course actually made me aware of some of my unethical behaviour, and I have taken actions to correct myself in those areas and started moving slowly towards being an ethical person."

The course is archived until the next run from August to September 2020, but with the course still available to self-paced learners, the number of enrolments is nearing 3,000 to date.

Towards the end of 2019, the MOOC was tailored into a university-wide for-credit course, MGMT 250 Ethical Leadership.

The course ran in Trimester 3 (December 2019–February 2020), and attracted more than 100 undergraduate students, including international students.

In 2020, the course will be offered again for Victoria University of Wellington students.

In addition, the ethical leadership course became part of the Executive Master of Business Administration of the Wellington School of Business and Government as a professional development course.

Other teaching outputs in 2019 were:

- reshaping and co-teaching the course GBUS 523 Ethics and Sustainability for the Master in Global Management (Trimester 1) with Dr Mary Ashby
- teaching 'crash courses' on ethical leadership, MGMT 321 Organisations and Ethics; ethical reputation, FCOM 111 Government, Law and Business; and research ethics, TOUR 380 Tourism Research
- leading a university-wide ethical leadership workshop for Leadership Week in July. In 2020 the Chair will support Leadership Week by organising a student version of the Festival of Dangerous Ideas with student ethics initiatives. Blake Steel, a Bachelor's student at Victoria University of Wellington, will start in 2020 as an administrative assistant within the Chair to help organise the event.

Leadership and guidance

In addition to regular university and faculty boards at Victoria University of Wellington, Professor Lasthuizen is a member of the Wellington School of Business and Government's human ethics committee, Principles for Responsible Management Education (PRME) committee, and entrepreneurship committee.

She provided advice to the University's senior leadership team on institutional integrity and served on the appointments committee for a new professorial Australia and New Zealand School of Government (ANZSOG) Chair in Public Service Ethics and Integrity.



Stakeholder engagement and events

The Brian Picot Chair in Ethical Leadership has regular engagement with, and gives advice to, the corporate, public, and community sectors.

CHARTERED ACCOUNTANTS AUSTRALIA AND NEW ZEALAND

Professor Lasthuizen was interviewed by Chartered Accountants Australia and New Zealand (CA ANZ) president Stephen Walker (also executive director, Audit New Zealand) and these online videos about the importance of ethical leadership became available online in January and February 2019. She was also invited to give a keynote speech entitled 'Ethical leadership in the workplace—A discussion' at the CA ANZ Annual Update on 3 April 2019 in Auckland, (see page 6, Publications; page 12, Public speaking and presentations).

DUTCH EMBASSY IN NEW ZEALAND

The connection with the Dutch Ambassador, Mrs Mira Woldberg, was strengthened at several events during 2019, including quarterly dinners with other Wellington-based leading women with Dutch heritage. Other events included:

- 30 April—Professor Lasthuizen attended the formal reception at the ambassador's residence to celebrate King's Day.
- 12 June—Professor Lasthuizen attended the book launch at Te Papa of *Te Rātaka a Tētahi Kōhine*, the te reo Māori translation of *The Diary of a Young Girl*, by Anne Frank.
- 9 October—Professor Lasthuizen chaired an academic table for an exchange with Dutch Prime Minister Mark Rutte during his visit to New Zealand. Dutch colleagues Professor Jeroen van der Heijden and Associate Professor Martien Lubberink also attended the event in Auckland.
- 22 October—Professor Lasthuizen gave a presentation to embassy staff about ethics at work.



L'ORÉAL NEW ZEALAND

Professor Lasthuizen continued dialogue with Tanya Abbot and Sarah Harper from L'Oréal New Zealand and spoke at L'Oréal Ethics Day on 8 October in Auckland. This staff event was well attended and received positive feedback from the audience.



"The resource speaker was very good. It's always good to have the academic perspective on ideas like ethics."

"It actually reinforced what I already know and having that framework she talked about really took away some of the vagueness of the concept."

ADJUNCT RESEARCH FELLOWS

Adjunct research fellows Heidi Börner (director of Orange Umbrella) and James Bushell (director of MOTIF) were actively involved in the Chair's work during 2019.

Heidi presented a conference paper during the fourth international PUPOL conference, which was published in the special issue of the *International Journal of Public Leadership* (see page 6, Publications). She also chaired the workshop on relational leadership. We will continue to work together on new research projects and plans in the area of health and safety and the role of ethical leadership in 2020. Heidi also appeared in the expert videos of the MOOC.

James prepared a case study video for the MOOC about Equanut in Papua New Guinea (PNG) and, at a guest lecture for GBUS 523 Ethics and Sustainability, discussed with students of the Master in Global Management the ethical dilemmas he faced working in PNG. Together with Chelsea Cain, project coordinator at MOTIF, and Marece Wenhold, research assistant at the Chair, we have started work on the *Business Integrity Booklet*, with the aim to publish it in 2020.

TRANSPARENCY INTERNATIONAL NEW ZEALAND AND LEADER INTEGRITY FORUM

Professor Lasthuizen remained as Chair of the ethics committee of Transparency International New Zealand and enjoyed being part of the Leader Integrity Forum. Together with her research assistant, Marece Wenhold, she also helped to update the National Integrity System publication regarding Business (Pillar 12) (see page 6, Publications).

Public speaking and presentations

Date and place	Role and topic or title	Organisation or event
3 April 2019 Auckland	Speaker: 'Ethical leadership in the workplace—A discussion'	CA ANZ Annual Update
11 April 2019 Wellington	Conference dinner at the Wellington Club where the Chair's stakeholders, associates, and advisory board members could 'meet and greet' the international audience	Fourth International PUPOL Conference
12 April 2019 Wellington	Speaker: Closing conference speech	Fourth International PUPOL Conference
3 June 2019 Sydney, Australia	Speaker: 'Ethics at work. Evidence from the IBE Surveys in New Zealand, Australia, and UK'	Macquarie Business School
5 June 2019 Sydney, Australia	Speaker: 'Making ethical leadership effective'	Macquarie Business School
28 June 2019 Wellington	Speaker: 'Ethics at work. Evidence from the IBE Surveys in New Zealand'	Annual New Zealand Universities Finance Conference, co-organised by Victoria University of Wellington Finance staff
2 August 2019 Wellington	Speaker: 'Ethical leadership in a changing world—A discussion'	Joint Agency Integrity and Conduct Leaders' Forum, organised by Chris Linton (Inland Revenue)
8 October 2019 Auckland	Speaker: 'Ethical leadership—From the head to the heart'	L'Oréal New Zealand, Ethics Day
9 October 2019 Auckland	Chair, Academic Table	Visit of Dutch Prime Minister Mark Rutte at New Zealand Dutch Embassy
15 October 2019 Wellington	Collegial expert interview on ethical leadership for the report Public Leadership in the 21st Century—Challenges and Opportunities	State Services Commission research assignment on public administration leadership by Peter Hodder and Barbara Allen (School of Government)
22 October 2019 Wellington	Speaker: 'Ethical leadership in the workplace—A discussion'	New Zealand Dutch Embassy staff meeting

STAFF AND HUMAN RESOURCES

Professor Lasthuizen heads a small group of staff within the Brian Picot Chair in Ethical Leadership. In 2019, the team varied over the year (see below).

In addition, the course coordination of MGMT 250 Ethical Leadership involved responsibility for a team comprising one teaching fellow and two tutors.

Staff overview 2019

Victoria Beckett	Coordinator	On secondment August 2019–September 2020
Saloni Pandey	Administrative assistant	November 2018–April 2019
Karen Coyle	Administrator	November 2019–December 2019
Marece Wenhold	Research assistant	November 2019–December 2019
Dr Esme Franken	Research assistant	November 2019–January 2020

Visitor and adjunct appointments

Professor Alan Lawton	Visiting professor, MOOC instructor	1 October 2018–30 September 2019
Heidi Börner	Adjunct research fellow	November 2018 to date
James Bushell	Adjunct research fellow	November 2018 to date

Staff professional development

Professor Karin Lasthuizen	In-house training	Te Hāpai—Introduction to the Treaty of Waitangi, Parts 1 and 2
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Internal engagement

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

- Professor Ian O. Williamson, Pro-Vice-Chancellor and Dean, Wellington School of Business and Government, and faculty staff, including Rachael Thacker and Victoria Beckett, engagement managers; Laura Cooper, senior faculty finance adviser; and Lydia Siloka, human resources manager
- academic and professional staff within the School of Management and Wellington School of Business and Government, with special thanks to Associate Professor Urs Daellenbach, head of school, and Amanda Bristol, school manager
- the Development Office and the Communications, Marketing, and Engagement team
- the Digital Learning and Research team that produced our MOOC.

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.

Contact



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Brian Picot Chair in Ethical Leadership

✉ www.wgtn.ac.nz/ethical-leadership

📧 ethical-leadership@vuw.ac.nz

School of Management—Te Kura Whakahaere

Wellington School of Business and Government—Ōrauāriki

Te Herenga Waka—Victoria University of Wellington





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