



VICTORIA UNIVERSITY OF
WELLINGTON
TE HERENGA WAKA

ANNUAL REPORT 2020

BRIAN PICOT CHAIR IN ETHICAL LEADERSHIP

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

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FROM THE CHAIR

Without a doubt, 2020 was an eventful year for everyone. The COVID-19 pandemic changed the world in an instant, putting great pressure on people, society, organisations, and governments, including in New Zealand. Especially today, ethical leadership seems more important than ever. We may be among the first countries to be able to move from dealing with the COVID-19 crisis to navigating a recovery, but we face a daunting challenge that requires ethical leadership to provide a moral compass for the many difficult trade-offs and choices to be made. The choices we make and what the future will look like are especially important for our younger generations, Generation Y and Generation Z. Ethics, sustainability, and social responsibility are important values for them, so are we going to do things differently in the post-COVID-19 world or do we return to our old ways? The Brian Picot Chair in Ethical Leadership hopes to investigate these questions from an ethical leadership perspective in the coming years.

For the Chair, it was also a year in which we welcomed new staff members Dr Kamal Badar (postdoctoral research fellow), Georgia Nickless (administrator), Blake Steel (administrative assistant for Leadership Week), and Dr Iris van Eeden Jones (adjunct research fellow), and were very thankful to our temporary staff, Karin Coyle, Lee-Anne Duncan, Susan Hagedorn, and Pelle Himmelmoen, who helped us through the lockdown and/or assisted with specific projects.

At the same time, we farewelled Victoria Beckett, coordinator at the Chair, Lyn Provost, chair of our advisory board, and board members Barry Jordan and Philippa Foster Back. All have made an invaluable contribution to the Chair and I cannot thank them enough. We are fortunate to have Kirsten Patterson, chief executive of the New Zealand Institute of Directors, taking over as chair of the advisory board. We look forward to 2021 and making new plans for the second term of the Chair.



Professor Karin Lasthuizen

Brian Picot Chair in Ethical Leadership



Professor Karin Lasthuizen



Retiring chair of the advisory board Lyn Provost, pictured at the December 2020 graduation ceremony where she received an honorary doctorate from the University.

HIGHLIGHTS OF 2020

New staff

Second editions of the EdX massive open online course (MOOC) Ethical Leadership in a Changing World and the undergraduate special topic course MGMT 250 Ethical Leadership

Interviewing for the business integrity booklet in partnership with MOTIF

Political candidates' event in partnership with Transparency International New Zealand

Te Herenga Waka—Victoria University of Wellington Leadership Week 2020

PLANS FOR 2021

Establishing a new minor in Business Ethics and Sustainability Management at the University

Publishing the business integrity booklet in partnership with MOTIF

Partnering with the Institute of Business Ethics for its New Zealand Ethics at Work survey 2021

Developing and testing a questionnaire for the survey research project The Work Ethic of the Young New Zealand Workforce

Completing the last year of the Chair's first term

BACKGROUND

The Brian Picot Chair in Ethical Leadership was established by Te Herenga Waka—Victoria University of Wellington 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.

Professor Karin Lasthuizen is the inaugural Chair, having taken up the position on 1 November 2016.

Dr Kamal Badar joined the Chair as a postdoctoral research fellow on 1 April 2020 and Georgia Nickless commenced a position as administrator supporting the Chair on 7 October 2020.

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

Note: For the purposes 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 its memorandum of understanding.

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 Wellington School of Business and Government (WSBG), including the Executive Master of Business Administration
- providing leadership and guidance on how ethics is treated and included in relevant courses and overall teaching at WSBG
- presenting executive education for professionals.

Public engagement:

- engaging with, and advising, the corporate, public, and community sectors, including providing 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 at WSBG.

The advisory board met three times during 2020: in March, July, and November. Lyn Provost chaired the advisory board and met with Professor Lasthuizen on a regular basis to prepare for the board meetings.

In addition, WSBG's development manager attended 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. In particular, we thank departing members Lyn Provost, Barry Jordan, and Philippa Foster Back for their contribution in the past four years, and Kirsten Patterson for taking over as chair of the advisory board from November 2020.

Advisory board members	
Lyn Provost, CNZM	Chair of the advisory board from 2016 until November 2020
Kirsten Patterson	Chief executive of the New Zealand Institute of Directors and chair of the advisory board from November 2020
James Bushell	Director, MOTIF
Rob Everett	Chief executive officer, Financial Markets Authority
Barry Jordan	Commercial mediation specialist, former managing partner of the New Zealand Deloitte forensic team. Advisory board member until November 2020
Dr Mike Ross	Pukenga (lecturer), Te Kawa a Māui, Te Herenga Waka—Victoria University of Wellington
John Sax	Chief executive officer Southpark Corp, a business leader with strong interest in applied ethical leadership
Suzanne Snively, DNZM	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; advisory board member until November 2020
Ex-officio members	
Professor Ian O. Williamson	Pro-Vice-Chancellor and Dean of the Wellington School of Business and Government until October 2020
Professor Jane Bryson	Acting Pro-Vice-Chancellor and Dean of the Wellington School of Business and Government from November 2020
Professor Urs Daellenbach	Professor and head of the School of Management at WSBG



PROJECTS AND ACTIVITIES

ETHICAL LEADERSHIP IN A CHANGING WORLD

TEACHING

- EdX MOOC, Ethical Leadership in a Changing World
- MOOC university-wide undergraduate course in ethical leadership
- MOOC as EMBA professional development course
- Crash courses at WSBG in various ethics topics
- Proposal for a minor in Business Ethics and Sustainability Management in 2022
- Student projects, including theses

OUTPUTS

- Booklet *Ethical Leadership: Opportunities and Challenges for Aotearoa New Zealand* (2018)
- Business integrity booklet, with MOTIF (2021)
- Academic and professional publications

ENGAGEMENT

- Fourth International PUPOL Conference, Collaborative Leadership for a Sustainable Future (2019)
- Visitors' programme, Professor Alan Lawton (2019)
- Executive education and presentations

ETHICS AT WORK

RESEARCH

- National partner for IBE Ethics at Work Survey
- First data gathered for New Zealand
- Global data set 2018, second edition 2021
- In-depth analysis comparative data

OUTPUTS

- Professional reports with facts and figures
- Academic and professional publications
- Website toolkit

ENGAGEMENT

- Scholarly collaboration, Macquarie Business School, Australia
- Visitors' programme, Professor Grant Michelson (2021)
- Executive education and presentations

WORK ETHIC OF THE YOUNG WORKFORCE

RESEARCH

- Proposal for large-scale survey, The Work Ethic of New Zealand Young Workforce, in range of public and private organisations (2022–2027)
- Testing a questionnaire for the student pilot study (2022)
- PhD student project

OUTPUTS

- Organisation reports and presentations
- Professional reports with main findings, benchmark, and trends
- Academic and professional publications

ENGAGEMENT

- Organisation consulting and training
- Scholarly collaboration through expert panel
- University's Leadership Week
- Executive education and presentations

RESEARCH

The Chair's research focus is on ethical leadership, ethics management, and ethical culture within public and private sector organisations, with the aim to provide evidence-based information and share international best knowledge and practices for New Zealand public, private, and community sectors.

The following are the three main research programmes.

Ethical Leadership: Opportunities and Challenges for Aotearoa New Zealand (started 2017)

This research explores the practice of ethical leadership and its role in addressing ethical issues in New Zealand organisations and compares this with international insights and best practices.

Its main outputs are:

- giving the Chair's inaugural address and publishing the booklet *Ethical Leadership: Opportunities and Challenges for Aotearoa New Zealand* (2018)
- hosting the fourth international Public and Political Leadership (PUPOL) conference in Wellington, Collaborative Leadership for a Sustainable Future (2019)
- editing the conference issue of the *International Journal of Public Leadership*, entitled 'Political and Public Leadership: Advancing Ethics and the Common Good' (2019)
- editing the special symposium issue of the journal *Public Integrity*, entitled 'Ethical Leadership and the Integrity of Public Institutions', including writing the introduction paper 'Ethical leadership within the public and political realm: A dance with wolves?' (2019)
- writing the book chapter 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*, (pages 247–256). The Hague: Eleven International Publishing. (2019)
- contributing to the State Services Commission report *Public Leadership in the 21st Century—Challenges and Opportunities* (2019)
- running the EdX MOOC Ethical Leadership in a Changing World (2019, 2020)
- teaching the WSBG undergraduate course MGMT 250 Ethical Leadership (2019, 2020)
- establishing a Bachelor of Commerce minor in Business Ethics and Sustainability Management (2021)
- publishing the business integrity booklet in partnership with MOTIF (2021).

Ethics at Work: Survey of Employees in New Zealand (started 2018)

In 2018, the Brian Picot Chair in Ethical Leadership became the national partner for New Zealand for the Institute of Business Ethics' global employee survey about ethics and conducted the first survey among New Zealand employees.

The facts and figures in the report *Ethics at Work: 2018 Survey of Employees—New Zealand* give important insights into employees' attitudes and views on workplace ethics in New Zealand and are key to facilitating a transparent and ethically sound business sector. Additionally, a comparative report was published that compares the New Zealand findings with Australia and the United Kingdom.

Philippa Foster Back, executive director of the Institute of Business Ethics (United Kingdom), officially launched the New Zealand reports at a well-attended public lecture hosted by the Chair on 28 November 2018. In December of that year, Professor Lasthuizen delivered a keynote speech for the 2018 Australasian Business Ethics Network conference.

In July 2019, she accepted a visiting professorship at Macquarie Business School in Sydney, Australia, to present the comparative research findings.

The practical implications of the research were shared with professional audiences in numerous presentations throughout 2019. Professor Lasthuizen was interviewed by Chartered Accountants Australia New Zealand (CA ANZ) president Stephen Walker, who is also executive director of Audit New Zealand, about the importance of ethical leadership, and two videos of this became available online in 2019.

The Brian Picot Chair in Ethical Leadership will again partner with the institute for the Ethics at Work Global Survey 2021.

In the coming years, the data set of the survey will be further analysed and academic journal publications written. The Chair will collaborate on this with Macquarie University colleagues Professor Grant Michelson and Professor Steven Grover.

The Work Ethic of the Young New Zealand Workforce (started 2020)

The Brian Picot Chair in Ethical Leadership is preparing high-impact research into the ethical work profiles and ethical leadership potential of the young New Zealand workforce, which will be a central focus for the Chair for the next few years.

The proposed survey research will deliver evidence-based insights about the work ethic of New Zealand's millennial generations (Gen Y and Gen Z), to inform government policies and assist employers across sectors to make better-informed decisions about recruitment and retention.

Previous research suggests that millennial generations have low trust in traditional institutions and are sceptical about businesses' motives. Ethics, sustainability, and social responsibility are important to them, and they expect organisations to align with their values or they are quick to leave their jobs. However, prior international academic research has also revealed contradictory findings about the work ethic of Gen Y and even less is known about Gen Z from a New Zealand perspective. In addition, the current COVID-19 pandemic especially disrupts young people's lives and impacts their aspirations towards work and career. Therefore, a contemporary and more transparent picture of their work ethic—their values, beliefs, and attitudes towards work—is critical for business and government to be able to understand the young workforce and attract and retain young talent.

The research questions for this project are:

- What is the work ethic of Gen Z in New Zealand?
- What intra-generational differences in work ethic exist?
- How does organisational socialisation influence the work ethic of Gen Z when they transition to new workplaces?

We want to achieve the following outcomes:

- provide a coherent picture of the work ethic of New Zealand's Gen Z
- provide insight into how te ao Māori is relevant in New Zealand's work ethic
- gain insights into how the pandemic disrupts young people's lives and their work ethic
- examine the influence of socialisation programmes on helping organisations manage Gen Z.

Dr Kamal Badar is the main researcher for this project. The project began by reviewing the academic knowledge about generations, work values, and ethics. To date, Kamal has done an extensive review of literature on millennials at work over the past 20 years and collected suitable questionnaires from international research. During 2020, he co-authored a literature review article with Professor Lasthuizen, entitled 'Mapping Twenty Years of Research on Millennials at Work: A Structural Review Using Bibliometric Methods'. The manuscript is ready to be submitted to a top-tier journal.

Abstract: In this study, we review the literature over the past 20 years (from 2000 to 2020) regarding millennials at work, using bibliometric methods of keyword co-occurrence, citation, and co-citation analysis, and content analysis of a sample of 320 articles retrieved from ISI Web of Science. Citation analysis revealed influential articles, authors, journals, and countries. Co-citation analysis, along with content analysis, identified six distinct but interrelated research streams and millennials' profiles at work in terms of their values, traits, and attitudes. Our study results can be used by executives, policymakers, academic researchers, and journal editors to further the research on millennials at work.

In 2020, we also started preparing for grant proposals to seek research funding for the project. Although our proposal, 'New Zealand Gen Z's work future in the post-COVID era', for the Westpac New Zealand Government Innovation Fund was shortlisted, it did not receive the funding. While in the process of writing research grant proposals, Kamal attended workshops offered by the University related to writing successful grants. During 2021, the Chair will continue to seek funding for this research from a range of institutions, stakeholders, and sponsors.





DR KAMAL BADAR

POSTDOCTORAL RESEARCH FELLOW

Dr Kamal Badar joined the Brian Picot Chair in Ethical Leadership as a postdoctoral research fellow in April 2020. Previously, he worked as a senior researcher at the Prince Sultan University in Riyadh, Saudi Arabia, as an assistant professor in management at the University of Balochistan in Pakistan, and as a visiting scholar at Brigham Young University in Provo, Utah, United States.

Due to COVID-19 border restrictions, he arrived in New Zealand on 27 April 2020, with the help of the New Zealand Embassy, on one of the last repatriation flights from Riyadh.

Since joining the Chair, Kamal has been working on the Work Ethic of the Young New Zealand Workforce research project.

Kamal is also involved in teaching. He was a moderator for the second edition of the MOOC Ethical Leadership in a Changing World, from September to November 2020, and he was co-teacher for MGMT 250 Special Topic: Ethical Leadership, offered to undergraduates at the University in Trimester 3, 2020.

A few of his recent publications relate closely to the Chair's research. These include:

- Badar, K., Khattak, A., & Danish, M. (2020). Cosmopolitan orientation, consumer consciousness, and green purchase intentions: Mediating role of green trust. Accepted for publication at the *European Journal of International Management*.

Abstract: Based on consumer culture theory and the theory of planned behaviour, our study examines cosmopolitan orientation as an antecedent to consumer awareness of the environment and health. The study examines the impact of consumers' environmental and health consciousness on their green purchase intentions and the mediating effect of green trust on these relationships. A questionnaire was distributed

to 276 students in Karachi and Islamabad using the convenient sampling approach. The results were tested using structural equation modelling. The findings reveal that a cosmopolitan orientation positively impacts consumers' environmental consciousness but not health consciousness. Moreover, consumers' environmental consciousness does not impact green purchase intentions through green trust. However, consumers' health consciousness does positively impact green purchase intentions through green trust. The study contributes to the literature by proposing and testing a model that integrates constructs from two significant trends in the consumer market; namely, consumer cosmopolitanism and green purchase behaviour.

- Yasir, K., & Badar, K. (2020) Interpersonal conflict and counterproductive work behaviour: The moderating roles of emotional intelligence and gender. Accepted for publication at the *International Journal of Conflict Management*.

Abstract: The purpose of this paper is to investigate the relationship between employees' experience of interpersonal conflict and their engagement in counterproductive work behaviour (CWB), as well as how the positive interpersonal conflict–CWB relationship might be buffered by their emotional intelligence. This paper also considers how the buffering role of emotional intelligence might vary according to employee gender.



DR IRIS VAN EEDEN JONES

ADJUNCT RESEARCH FELLOW

Dr Iris van Eeden Jones holds a PhD in International Political Economy from the S. Rajaratnam School of International Studies at Nanyang Technological University in Singapore. Her thesis dealt with anti-corruption measures in Indonesia's largest state-owned enterprise, Perusahaan Listrik Negara. She is an independent consultant for large international corporations and specialises in due diligence and risk analysis research in Southeast Asia, with a focus on Indonesia. She lived in Indonesia and Singapore for 10 years before moving to the United States, where she currently lives.

Iris works with Professor Lasthuizen on publications and presentations concerning anti-corruption policies and ethical leadership, particularly in Asia.

At the end of 2019, the Chair was invited by media organisation *The Conversation* to write an article about ethical leadership and its role in restoring trust in Indonesian state-owned enterprises (SOEs). Professor Lasthuizen and Iris, together with PhD candidate Dedy Eryanto, wrote a media article that was published at the beginning of 2020:

- Van Eeden Jones, I., Eryanto, D., & Lasthuizen, K. Ethical leadership is needed to restore the integrity of Indonesian SOEs. *The Conversation*. 14 February 2020.
<https://theconversation.com/ethical-leadership-is-needed-to-restore-the-integrity-of-indonesian-soes-130064>

The writing team continued with a journal article based on new findings from Dedy's PhD research into public sector integrity within the Indonesian Supreme Audit Institution, which will be submitted in 2021 after Dedy finalised his PhD on the same topic at the end of 2020.



ACTIVITY

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

She is founder and board director of the international academic research network Public and Political Leadership (PUPOL).

She served on a professorial promotions committee for the Cyprus University of Technology in 2020, and in September was invited to join an expert advisory panel for the Leadership Development Centre of Te Kawa Mataaho Public Service Commission.

Kamal acts on a regular basis as a reviewer for journals including *Accountability in Research*, *European Journal of International Management*, *Higher Education Policy*, *Innovation: The European Journal of Social Science Research*, *International Journal of Business and Society*, *Management Research Review*, *PSU Research Review*, *Public Administration Review*, *Sage Open*, and *Scientometrics*.

SUPERVISION OF GRADUATE RESEARCH PROJECTS AND PhD RESEARCH

Overview of PhD candidate supervision during 2020	Subject	End date
Dedy Eryanto PhD candidate, WSBG; full-time scholarship from the Indonesian Government Co-supervision with Professor Tony van Zijl	Integrity management in the Indonesian Supreme Audit Institution	2020
Jan Peter Gulmans PhD candidate, Vrije Universiteit (VU) Amsterdam, the Netherlands; part time Co-supervision with Professor Leo Huberts (VU) and Professor Emile Kolthoff (Open University of the Netherlands)	Reporting integrity violations and the process of individual ethical decision-making	2022
Richard Hamblin PhD candidate, WSBG; part time Co-supervision with Dr Geoff Plimmer	Leadership, ambidexterity, and innovation in the public sector	2025





TEACHING

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

LEADERSHIP WEEK

The Chair was one of the organisers for Leadership Week 2020, which was held online between 27 and 31 July.

Leadership Week's motto was 'Challenge, Create, Change' and it aimed to empower and inspire young people to be at the forefront of generating ideas, setting the agenda, and enacting change. The week showcased the transformative thinking happening at the University and beyond with online student workshops and public evening seminars. It focused on a range of topics including Aotearoa's potential as a progressive leader in the international community; Te Tiriti as a basis for creative change; present and future formulations of democracy; social entrepreneurship fuelled by generosity; honing concrete skills to campaign for social change and advocate for recognition

of rights; and a critical discussion of leadership around the sustainability agenda. The Chair partnered with Transparency International New Zealand (TINZ) on a public discussion, 'Are we collectively ruining democracy?', about the impact of groupthink on democracy, and invited One Percent Collective founder Pat Shepherd to talk with the students.

Leadership Week was a partnership between the Chair, the Victoria University of Wellington Students' Association, the University's two leadership programmes—the Wellington Plus Programme and the Wellington International Leadership Programme—and Disability Services. Administrative assistant Blake Steel helped in the preparation and organising of the digital workshops for the week.

In creating this week, we drew inspiration from the Ethics Centre in Australia, which runs the Festival of Dangerous Ideas, and New Zealand's own Festival for the Future.

Read Blake's story about the event or watch our summary of Leadership Week, put together as a video by research assistant Pelle Himmelmoe, on the Brian Picot Chair in Ethical Leadership website.

 www.wgtn.ac.nz/leadership-week-2020



SECOND EDITION MOOC

Following the success of 2019's MOOC Ethical Leadership in a Changing World, in which about 3500 learners from 132 countries participated, the MOOC was held again in 2020. By the end of the year, almost 1,000 participants had joined in to learn about the importance of ethical leadership and reflect on their own ethical practices. The two editions together have attracted 900 professional learners from New Zealand.

MGMT 250 SPECIAL TOPIC: ETHICAL LEADERSHIP

Towards the end of 2019, the MOOC was tailored into a university-wide for-credit course, MGMT 250 Special Topic: Ethical Leadership. The course ran in Trimester 3, from December 2019 to February 2020, and attracted more than 100 undergraduate students, including international students. In Trimester 3, 2020–2021, the number increased even further to more than 130 students.

In a time of online delivery of university courses due to COVID-19, the course could not be timelier, and student evaluations were predominantly positive. One student said in the course feedback:

"I really enjoyed this course, both because of the content and the structure. I think the content was engaging, as the videos were short but reflected the reading to solidify the information in my brain, and I found the topic interesting. I'm not a big academic reader, so I struggled through some of the academic reading as a few were pretty dense.

"I appreciated all the content being available from day one, as it meant I could go at whatever pace worked for me. I think the modules were a good size. The activities were great, as they forced me to consider and apply my learning, or in some cases look back on readings or videos because I clearly didn't comprehend them enough to answer questions properly. I also got to read others' responses, which allowed me to see different perspectives and understand parts of the teaching I may have not noticed enough. If I've had issues, the lecturers have been swift at communicating with me, which is awesome. And also, the responses on activities assured me that I was on the right track (or not), which I'm thankful for!

"I wish I could provide some constructive criticism to help develop the course for the future, but honestly, I can't think of anything I'd change right now."

In addition, Professor Lasthuizen taught a MOOC-based course for the Netherlands Institute of Governance from September to December 2020 for a small group of PhD candidates, with a focus on the ethical leadership practices of political and public leaders during the COVID-19 crisis.

She also gave a two-hour workshop on ethical leadership to students of the Wellington International Leadership Programme.

PROVIDING LEADERSHIP AND GUIDANCE ON ETHICS

In addition to regular university/faculty boards, Professor Lasthuizen is a member of WSBG's Human Ethics Committee, Principles for Responsible Management Education (PRME) Committee, and Entrepreneur Committee.

During 2020 she also acted as a mentor to two colleagues seeking promotion in the WSBG mentor–mentee female talent programme.



ENGAGEMENT

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

BUSINESS INTEGRITY BOOKLET

The Chair has worked with adjunct research fellow James Bushell and project coordinator Chelsea Cain at MOTIF on a business integrity booklet. Lee-Anne Duncan was hired to write stories for the booklet based on interviews. Its purpose is to promote the benefits of ethical and sustainable business practices among New Zealand businesses in a way that benefits both their companies and the New Zealand economy.

The business integrity booklet will feature a range of interesting ethical leadership case studies and will share best practices in how to transition towards more ethical and sustainable business. Publication of the booklet is expected in mid-2021.

BUSINESS AND POLITICAL INTEGRITY DURING THE COVID-19 CRISIS RECOVERY

As New Zealand transitions from addressing the immediate COVID-19 crisis to navigating through our recovery, there is a heightened opportunity for integrity violations. The crisis has required the Government to make quick decisions and implement drastic measures to protect communities. Without resilient and robust safeguards, our recovery is vulnerable to abuse. How might we ensure business and political integrity in our recovery?

On 6 October 2020, about 150 people gathered at Rutherford House (pictured opposite), at the University's Pipitea campus, to hear 2020 general election candidates discuss their insights and perspectives on business and political integrity during our recovery from the COVID-19 crisis. The Chair partnered again with TINZ for this successful event.

Master of ceremonies, Wellington city councillor Tamatha Paul facilitated the event. Five political parties were represented: Andrew Little (Labour), Fletcher Tabuteau (New Zealand First), David Patterson (National), Jessica Hammond (TOP), and James Shaw (Green) (pictured below). Each fielded critical questions from former broadcaster Ian Fraser.

The evening was recorded by research assistant Pelle Himmelmoe and is available for viewing on the Chair's website, along with a short article.

 www.wgtn.ac.nz/leadership-week-2020





DUTCH EMBASSY IN NEW ZEALAND

The connection with the Dutch ambassador, Mira Woldberg, was strengthened at several events during 2020, including quarterly dinners with other leading Wellington-based women of Dutch heritage. Professor Lasthuizen also gave a dinner talk for the group for Women's Day on 5 March 2020.

TINZ AND THE LEADER INTEGRITY FORUM

Professor Lasthuizen remained as Chair of the ethics committee of TINZ and enjoyed being part of the Leader Integrity Forum.

STAKEHOLDER ENGAGEMENT AND EVENTS

Date and place	Topic or title	Organisation and event
5 Mar 2020, Dutch Embassy in New Zealand	Are women better ethical leaders?	Women's Day dinner
6 Oct 2020, WSBG, Rutherford House	Business and political integrity during recovery from the COVID-19 crisis	Partnership with TINZ, political candidates' event
14 Oct 2020, Office of the Auditor-General	Videos about sensitive expenditure for the Office of the Auditor-General's online Integrity Town	Office of the Auditor-General, new guide on sensitive expenditure
16 Oct 2020, online	Ethical leadership, conflicts of interests, COVID-19	New Zealand Society of Local Government Managers Ethics Forum
2 Nov 2020, Regulatory Services, Department of Internal Affairs	Ethical leadership in the workplace—a discussion	Regulatory services leaders' hui programme

STAFF AND HUMAN RESOURCES

Professor Lasthuizen heads a small group of staff within the Brian Picot Chair in Ethical Leadership. The team varied during 2020. In addition, the course coordination of MGMT 250 involved the Chair taking responsibility for two tutors.

As administrator, Georgia helps Professor Lasthuizen with the Chair's correspondence, organisation of files, editing, and other office support work. She will also work on the Chair's website and give it a brand-new look.

We welcomed Georgia Nickless as administrator for the Chair in October 2020. Georgia has a Master's degree in International Relations from Te Herenga Waka—Victoria University of Wellington. She studied Chinese language and politics and worked in Beijing for two years before moving back to New Zealand in 2020.

STAFF OVERVIEW 2020

Dr Kamal Badar	Postdoctoral researcher	April 2020 to date
Susan Hagedorn	Administrator	March 2020–July 2020
Karen Coyle	Administrator	July 2020–August 2020
Georgia Nickless	Administrator	October 2020 to date
Blake Steel	Administrative assistant	February 2020–December 2020
Pelle Himmelmoe	Research assistant	August 2020–October 2020
Lee-Anne Duncan	Writer	August 2020 to date
Victoria Beckett	Coordinator	August 2019–September 2020, on secondment

VISITOR AND ADJUNCT APPOINTMENTS

James Bushell	Adjunct research fellow	November 2018 to date
Heidi Börner	Adjunct research fellow	November 2018 to date
Dr Iris van Eeden Jones	Adjunct research fellow	March 2020 to date

PROFESSIONAL DEVELOPMENT OF STAFF

Professor Karin Lasthuizen and Dr Kamal Badar	In-house training	Grant-proposal writing, several workshops
Dr Kamal Badar	Online workshop, Australian Catholic University	Publishing in top-tier management journals
Dr Kamal Badar	In-house training	Tutor training
Professor Karin Lasthuizen	In-house training	SQUIZ, web best practices
Georgia Nickless	In-house training	SQUIZ, web best practices
Georgia Nickless	In-house training	Oracle, Freedom

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

Ōrauāriki—Wellington School of Business and Government
Te Herenga Waka—Victoria University of Wellington





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