

# Ethical Culture Maturity Assessment



The Ethics Institute conducts an ethical culture maturity assessment for organisations wishing to measure the extent to which they have successfully established a mature ethical culture and how their ethical culture compares to those of other organisations.

## Why do an ethical culture maturity assessment (ECMA)?

The ECMA helps the governing body and management to effectively assess and benchmark the state of the organisation's ethical culture. This means that the assessment not only measures the level of ethical culture maturity, but also compares this maturity to other organisations operating across Africa, Europe, and the Middle East. In this way, the ECMA helps organisations to evaluate how their ethical culture maturity compares both generally and by industry, or sector of the economy.

### What does the ECMA measure?

- The awareness employees have of organisational ethics and ethics in general.
- The degree of commitment employees at non-managerial and managerial job-levels have towards organisational ethics.
- Whether employees are treated with dignity, consistency, and respect.
- Whether employees engage in ethics talk (an important characteristic of maturing ethical cultures).
- Whether employees are held consistently, fairly, and transparently accountable for unethical conduct.
- The attitude of employees towards the safe-reporting (whistleblowing) systems.
- The effectiveness of ethics management interventions.

In summary the ECMA measures whether the supportive elements of an ethical culture are present in the organisation.

### What does the ECMA involve?

The data gathering process involves all divisions, business units and job-levels across the organisation.

Data gathering takes place in one of two formats:

1. Telephonic or virtual interviews; and/or
2. Web-based surveys.

#### Telephonic/Virtual interviews:

This form of measurement adds deep context to the results of the survey and can give the organisation a good understanding of the ethical culture even in the absence of a survey. This technique closely evaluates the personal and professional views of internal stakeholders regarding the ethical culture of the organisation. This technique is recommended for senior executives (one-on-one interviews), groups of employees (focus groups), or engaging with unskilled/semi skilled workers that may not be literate.

#### Web-based surveys

This form of measurement allows for benchmarking and generalization to the entire organisation and adds critical value through comparisons with other organisations.



For more information visit

[www.tei.org.za](http://www.tei.org.za) or call 012 342 2799 or email [info@tei.org.za](mailto:info@tei.org.za).

The Ethics Institute (TEI) is an independent institute producing original thought leadership and offering a range of organisational ethics-related services and products.

