

VALUES

FOR FACE-TO-FACE TRAINING

NEW

Values & Integrity

An interactive and engaging introduction to the subject of ethics, integrity and trust in the workplace.



1 hour + debrief



4-24 (up to 4 teams of 4-6 per team)



For staff at any level



No computer required



£ 395 ex VAT



FACTSHEET

Values & Integrity



Learning objectives

- To remind participants of the organisation's values and codes of conduct
- To allow teams to discuss their personal values and how they align with those of the organisation
- To test individual integrity in a fun way
- To stress the benefits of adhering to clearly-expressed values and ethical procedures for moral reasons and for the reputation of the organisation.

About the activity

This Northgate activity looks at organisational and personal values. In terms of the former, are staff aware of their organisation's key values? Do they know their organisation's mission statement? And, on a personal level, have they got individual integrity?

All organisations have values – even if not formally expressed. These values remind staff what is important to the organisation – what holds it together. They form a platform on which the organisation's culture, behaviours and aspirations stand. Usually, such values come down from the top - and organisations tend to recruit people who fit into that culture. So, culture becomes set and is passed on from year to year.

In this interactive activity, teams are given the opportunity to identify the values they feel their organisation is all about. Which values does it try to promote? What values best describe the image that it wants to project? Next, teams explore their personal values and later these values are strength-tested. It's all very well assuming we have certain 'good' values, but are they reflected in our actions? When the chips are down it's all about what we DO rather than what we say we WOULD do!

Teams are given 15 'ethical' questions to test their individual integrity. Using coloured counters and a set of matchboxes (in which the counters are secretly placed), teams choose an option for each question. For example, a yellow counter might be used for the answer YES to a question; a green counter for a No. In this way, anonymity is guaranteed which means participants can be totally honest. Or will they be? It's all about integrity and the results can be fascinating!

Pack contents

- Trainer's Notes
- Handout 1: Personal Values
- Handout 2: Organisational Values
- Handout 3: The Questions
- Matchboxes (x25)
- Counters (x120 green, x120 red, x120 yellow)

This activity is for face-to-face training. It is supplied digitally with team resources (matchboxes and counters) supplied in a hard copy pack. Digital files are supplied via the Northgate Trainerhub.

Five-year licence

This Northgate training activity comes with a five-year licence for repeat use with up to 24 participants. A licence is required for each site. To use with larger groups or for multiple site licences please contact us for a quote.

Ideally suited to

Taking a look at standards and ethics as well as personal integrity. Promotes great discussions and ends with an hilarious game where earlier-stated personal values don't always match reality!

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Customer reviews

Northgate activities are *very easy to set up and to use!*

Nick Vernon, Head of L&D, Ilke Homes

Thank you Northgate Training Activities for supplying us with endless activities that never fail to help us embed our learning, through your *interactive genius!*

Mike Ode, Director, Potential Unearthed

We use a number of Northgate Training activities and we are really *enjoying using them* in our training courses and so are all the learners!

Terry O'Connor, Learning & Development Lead, Thurrock Council



Trainer's role (full guidance supplied in Trainer's Notes)

- Introduce the activity as an exercise to investigate values and integrity.
- Begin with a discussion of mission statements, goals and branding.
- Move on to look at personal values – where do our values come from?
- Next, focus on organisational values. Teams are given a list and choose which are promoted by their organisation.
- Issue counters to each team member and 5 matchboxes to each team. Teams secretly answer questions using the counters and the boxes.
- Either use the PowerPoint to pose the questions to the whole group or read them from Handout 3.
- Individuals in each team choose their response and use a counter in the matchbox to secretly record it.
- After each set of 5 questions, the results are analysed to see if the majority behave ethically or not!
- The Debrief focuses on the importance of values, their key role in the reputation and success of an organisation and how consistent we and the organisation are in keeping to our core values.

Northgate says...

Easy to use, this fun activity creates lots of discussion and is an intriguing way to delve into this important topic.

Ordering is easy!

northgatetraining.co.uk

+44 (0)1225 484990

sales@northgatetraining.co.uk

Fast delivery

Digital files are accessed via our online Trainerhub and the hard copy pack is sent via courier:

£15 UK (next working day)

£29 Europe (1-3 working days)

£39 International (1-5 working days)

Our guarantee

If you are not 100% happy we offer a 30-day no-quibble returns service on unused goods.



Northgate customers

