

Ethical, Legal and Moral Considerations

Name

Institution

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Being a leader is indeed a tough task. Guiding fellow human beings on what should be done is difficult because everyone might be having an idea on how to tackle issues. Nevertheless, we will feature on some of the common challenges that leaders and top leaders face in organizations. For example, the topic is under the leadership of United States Agency for International Development (USAID) and the services provided to the people through the collaborating of the government leaders and the agency. Delivering care to rural areas where no care is, consider ethical, legal, and moral considerations of care and challenges as a leader comes along with the provision of the services required by the people.

Twelve foreign operations accounts fund the U.S Agency for International Development. The agency started in America and spread all over the world in building economies. Apart from the agency and the leadership of America converging to serve only the United States, the services provided to the people were spread to the whole world through the USAID agency.

Major challenges faced by leaders

The development of leadership effectiveness. The decisions relying on the time factor at work, the effectiveness of work and decision-making are a challenge. Prioritization of ideas and decision-making takes a process since every employee comes up with an idea, and all must be evaluated before a decision is made (Zehir, & Erdogan, 2011).

Inspiring others. At some point, employees might feel not satisfied with their jobs. It takes the efforts of the top leadership to inspire the workers to work smarter and feel satisfied with their jobs.

Developing employees. There is a challenge in coaching the employees and mentoring them around various topics.

The challenge of leading a team. It is a challenge to lead a team, support the team and in other cases taking over a new team to lead. It takes the time to adopt the leadership responsibilities and instill pride in the team.

Guiding change. Whenever a change occurs, there is always resistance, and it is a tedious exercise to mitigate the change consequences and overcome the resistance.

Politics and internal stakeholders' management. Image, politics, and relationships leadership is a big challenge for an organization. It takes the effort to gain organizational support from the employees (Kouzes, & Posner, 2012).

Importance of the challenges and their effect on leaders and the agency

Since the agency is worldwide, it is of great importance to learn and find solutions to the challenges that face the organization. Since the major aim of the organization is to make good use of the money from funders and ensure they are utilized well, transparency is the key target (Pope, & Vasquez, 2016). In the process of dealing with the challenges that face the leaders who are in management, they also guide in the direction to follow and avoid complaints from the society as well as the funders. When the challenges are understood and solved in the right manner, leaders will have an easy time to run an organization or agency.

Strategies to solve the leadership dilemma

The best skill that any leader must possess in the world is the skill of having a high moral intelligence. Ethical dilemmas are often made to be difficult from the set of beliefs that are

associated with the conflicts being solved (Shapiro, & Stefkovich, 2016). Having a good behavior clears all the conflicts and the corporate is rewarded for the short-term. When leading a group of people, a framework that contains all the possible dilemmas must be made ready to act a guide in what to solve. The organizational values must be applied together with the leaders' values. When dealing with the making of ethical decisions, the trade-offs lies between rights, utility, and justice (Hunziker, Johansson, Tschan, Semmer, Rock, Howell, & Marsch, 2011). Having a right is the entitlement to a possession; the utility is the monetary value of the delivered value to the shareholders of a company at any time while justice is the character of learning how to share pain and pleasure with other people.

The steps taken in solving ethical problems are categorized into three parts that; know the leader's values, making a selection of a model that best fit in the situation, and using a problem to find a solution.

Ethical, moral, and legal leadership differences

Ethical issues arise depending on the society or group that people come from while the moral of doing things depend on whether the act is right or wrong to be done. When an action is defined to be right or wrong, the main idea implemented is the moral act (Bullough, 2011). Legal leadership is/are the way(s) in which the leaders conduct the roles given to them by the society. The legal leadership is controlled by the laws that are put in place to govern and protect the people from performing crime and other illegal acts that are against the law (Joyner, & Payne, 2002). Professional people like doctors use ethics that are laid down based on the kind of profession. However, morals are set based on the subliminal nature of performing things that are acceptable to the society.

The principles and guidelines and values of the nursing profession

The American Nurses Association (ANA) is a trusted board in America due to the dedicated standards, principles, and guidelines that are followed. The directions given from the ANA provide the basis for the legislation and the implementation of the aims of the nurses that can propel them to excellence. The ANA has set out principles for the nursing practice. The principles give direction on the way of performing work and delegation of duties among the nurses. The professional practice is turned into practical information when the nurses deliver the services to the people (Smith, & Institute of Medicine (U.S.). 2013).

In cases of crucial topics arise; the ANA is a trusted body to make statements that can be published to give information about the issue. From the report that can be generated from the ANA, a justification of the topic and a recommendation to the problem I suggested by the nurses. The recommendations made from the ANA through the explanation and justification report is called a position statement (Bombard, Abelson, Simeonov, & Gauvin, 2011). The position statement gives the stand that the nurses have taken regarding the issue at hand.

The practice and the science of nursing are demonstrated in the set scope and standards of quality. The details of any rising topic or research that are ongoing must be given direction on how it should be conducted. The responsibilities of the nursing profession must be carried out in an ethical manner (Strike, 2015). With a definitive guide to the nurses, the quality and ethical obligations of the sector are met without a struggle. Based on the set principles discussed above, the excellence and objectivity of the ANA must be demonstrated through the performance of the duties delegated to the nurses.

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