Ethics for Healthcare Leadership Professionals

Leadership Ethics and Moral Management

Description: This highly interactive session will provide an introduction to leadership and business ethics issues in the healthcare setting. After discussing basic concepts of leadership ethics, and reviewing the most common sources of ethical confusion, we will review strategies for creating an organizational environment of ethics.

Objectives:
1. To examine the source of ethical obligation within a healthcare organization.
2. To review the process by which leadership ethics issues can be identified, analyzed and resolved.
3. To discuss, specifically, the role of managers in healthcare organizations by considering the potential ethical conflicts between duty to the organization and the duty to support supervisees.

Ethical Issues in Documentation and Communication

Description: This highly interactive session will provide an introduction to ethical issues that develop as staff and clients introduce new methods of communication and documentation into healthcare settings. We will consider issues that arise out of electronic communication technologies and electronic record keeping. We will examine how our existing attitudes about ethics can be applied to these emerging areas of concern.

Objectives:
1. To examine the ethics of interacting with clients by new technological means such as social networking sites.
2. To review ethical expectations for documentation and consider how those values impact electronic record keeping.
3. To develop an understanding of the ethical similarities and differences between old methods of documentation and new electronic records.

Disaster Ethics

Description: This highly interactive seminar will review ethical issues that arise when dealing with disaster planning and response.

Objectives:
1. To provide a philosophical understanding of the most significant ethical issues that emerge when dealing with extreme disaster scenarios.
2. To discuss issues of allocation of resources in times of disaster.
3. To discuss staff obligations to stay on post during disasters.
4. To discuss the facility powers and authorities in preparing for disaster relief.

Professional Boundaries and Nursing Ethics

Description: This highly interactive, case-based seminar will present an overview of ethical issues that develop when providers and recipients fail to recognize professional boundaries. By examining actual case consultations, we will explore key concepts and generate a better understanding of the relationship between healthcare personnel and the individuals whom they serve.

Objectives:
1. To define professional boundaries and dual relationships in an ethically useful way.
2. To explore difficult cases where boundary crossings are difficult to identify or avoid.
3. To demonstrate tools and policies that can of use in avoiding inappropriate boundary crossings.

Healthcare Ethics in Action

Description: This highly interactive session will utilize a series of case studies to demonstrate practical methods of identifying, analyzing and resolving difficult ethical issues that emerge in a variety of healthcare settings. After discussing the basic process of engaging in clinical ethics, we will apply that process to some of the most common moral problems that healthcare providers are likely to face including the need to balance respect for autonomy against the desire to secure good outcomes for the individuals whom they serve.

The Ethics of Confidentiality

Description: This highly interactive seminar will review ethical issues that arise in the provision of healthcare services specifically as they relate to the ethical limits of confidentiality. Topics will include the theoretical basis for confidentiality claims, confidentiality and the duty to warn, and confidentiality and dual relationships. After a general discussion of the concept of clinical privacy, real-life case studies will be used to examine specific difficult challenges.

Objectives:
1. To provide a philosophical understanding of the value of clinical confidentiality.
2. To examine the conflict between respect for client confidentiality and the duty to disclose information for the avoidance of harm.
3. To examine the special problems of confidentiality that emerge when multiple relationships exist.
4. To improve the abilities of those in attendance to recognize the key ethical issues in these cases, analyze them and develop rational and ethical resolutions.

Budgeting Ethics

Description: This highly-interactive seminar will provide an introduction to some of the most interesting and difficult ethical issues in the provision of services in an environment of scarce financial resources. We will demonstrate a practical approach to ethical reasoning that can be applied to a variety of sub-topics including prioritization and micro-allocation, macro-allocation and budgeting across service areas. This session will provide a case-based discussion of relevant moral issues.

Objectives:
1. To identify the key ethical values that impact decisions about the distribution of scarce resources.
2. To demonstrate a practical algorithm for making allocation decisions.
3. To define the ethical implications of individual choice and responsibility.

The Ethics of Social Networking and Electronic Communication

Description: This highly interactive seminar will consider a series of ethical issues that emerge when providers and recipients communicate by electronic means and engage social networking technologies. We will examine this topic as it relates to considerations of provider-recipient trust, boundaries, confidentiality and responsiveness. In attending this session, participants will have the opportunity to analyze the impact of modern communication on ethical assumptions.

Objectives:
1. Review basic concepts of confidentiality and apply those concepts to new information and documentation technologies.
2. Define the concept of inappropriate dual relationships and apply that concept to social networking interactions.
3. Identify conditions under which breaches of confidentiality are ethically permissible or obligatory.

The Ethics of Gender, Sex and Sexuality

Description: This highly interactive session will review a series of ethical issues surrounding gender, sex and sexuality. We will discuss ethical concepts and study specific case studies involving topics such as truthfulness issues, autonomy issues, employee's personal values and comfort, and challenges presented by recent legal changes regarding same sex couples.

Objectives:
1. To discuss the ethical implications posed by services that are offered to gay, lesbian and transgender individuals.
2. To examine the ethical demands that are placed on the provider-recipient relationship when dealing with sexuality.
3. To consider the ethics of sexuality activity.

The Ethics of Healthcare Marketing

Description: This highly interactive, case-based discussion will consider a series of ethical issues that are associated with marketing services in healthcare. We will begin by examining some basic concepts in business ethics and then move on to discuss specific issues in healthcare marketing including, but not limited to the role of the marketing professional, clarity and truthfulness in advertising, confidentiality and the use of client photos, relationships with competitors, and the status of healthcare in a commodity-driven market place.

Objectives:
1. To review important concepts in business ethics regarding the producer-consumer relationship.
2. To examine specific ethical issues in healthcare marketing.
3. To consider whether marketing healthcare services presents special ethical considerations beyond those that might attach to other commodities and services.

Ethics in the Workplace

This seminar is designed to provide attendees with the tools they need to resolve ethical issues that develop in the workplace. The session will be highly interactive, and it will consider topics such as ethical issues in the supervisor-supervisee relationship, managing collegial relationships and the ethics of balancing tension between 1) personal values vs. professional obligations, 2) duties to employers vs. duties to customers and the public good, and 3) confidentiality vs. whistleblowing.