

Managers' Code of Ethics – 2

“In an ideal world we could trust everyone to do the right things, but such a world does not exist. The unfortunate fact is that if we don’t train our management team to a common standard of professional behavior, some will transgress. And this is of primary importance because if we as managers and leaders don’t set an unimpeachable example, we can expect our employees to cut ethical corners as well.

Here is a list of professional expectations for managers and supervisors at all levels of club operations:

- While I may direct employees’ work, their productive efforts and well-being are the responsibility of the club who employs them. Therefore, I must work to ensure that they have the opportunity to contribute to the mission and vision of the club as an individual and as a team member. I will lead by example.
- I will not engage in any sexual or other inappropriate behavior with anyone.
- I will not engage in any behavior that could damage the club’s reputation or the professional reputation of any individual.
- While I have authority and influence over the efforts of my employees, I recognize the importance of maintaining a professional distance from them. I will not socialize or party with those I supervise, except while attending club-sponsored social events or in the furtherance of club business.
- Finally, I recognize that my integrity is at the core of my personal and professional standing. It is the most important ingredient of my leadership and is the foundation for any success I will achieve in my career and life. I will never be tempted to squander this most precious possession for the sake of expediency or inappropriate gain.”

Ed Rehkopf, What I Expect from My Club Management Team

Discussion Points: Discuss each of the points in the code of ethics and understand the full implications of these expectations.

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Take Away: Ethical standards are the foundation of your personal and professional integrity. Set a high standard of ethical requirements and set an unassailable example of conduct for those you lead and serve.