Leading with Integrity
Lesson Plan

Learning Outcomes

1. Discuss the importance and components of integrity in leadership.
2. Demonstrate an appreciation for the importance of Equality, Diversity & Inclusion (EDI) in the modern retail environment.
3. Discuss key ethical issues and dilemmas facing retail leaders.
4. Employ effective environmental, social, and governance practices and initiatives to enhance the organisation's reputation.
5. Describe the features of the circular economy and its impact on the retail sector, with a focus on the importance of accountability and responsibility in implementing sustainable practices.

Target Audience

Existing and Aspiring Managers

Duration

4 Days (10am to 4:30pm)

Can be delivered in-classroom or online or a mixture

Day 1 Lesson Plan

Date	Topic / Workshop	Content
10:00 - 10:30	Introduction to Module	**Module Introduction Slide Deck covering:** • Overview and Objective of Module • Module Expectations • Module Assessments • Learner and Instructor Introductions • Textbook and Suggested Readings
10:30 - 11:30	Listening Skills	**Individual Activity** • Self-Listening Skills
11:30-11:50	**Tea / Coffee Break**	
11:50 – 12:15	Introduction to the Concepts	**Individual Activity** • Mentimeter - Check-In Activity **Introduction to Integrity in Leadership Slide Deck covering:** • Why Integrity Matters in Retail • The Foundations • Morality vs Ethics vs Integrity: The Relationship • The Drivers of Behaviour • Benefits of Alignment • Conflicts in Retail **Group Activity** • Identify Your Core Values
12:15 – 1:15	Trust and Integrity	**Introduction to Integrity in Leadership Slide Deck covering:** • Pillars of Integrity in Leadership • Leadership, Trust and Credibility • How Managers Lose Trust • The Ripple Effect **Group Activity** • Putting Integrity Into Practice
1:15-2:00	**Lunch Break**	
2:00-2:30	Employer Branding	**Introduction to Integrity in Leadership Slide Deck covering:** • The Brand Game **Group Activity**

		• Heineken Case Study Review
2:30-2.45	Trust Building	**Group Activity** • Trust Building Conversations
2.45-4:15	Team Building and Learning How to Lead with Integrity	**Group Activity** • The Marshmallow Challenge
4:15-4:30	Topic Reflection, Take-Aways and Assessment	**Individual Activity** • 3min Individual Reflection Writing Prompt **Introduction to Integrity in Leadership Slide Deck covering:** • Key takeaways • **Review of the assessments relevant to topics discussed on Day 1**

Skills4Retail
Building sustainable growth

Day 2 Lesson Plan

Date	Topic / Workshop	Content
10:00 - 10:30	Introduction to EDI	**Individual Activity** • Mentimeter - Check-In Activity **EDI Slide Deck covering:** • Why EDI Matters Today • EDI Definitions and Examples in Retail • Benefits of EDI for Business.
10:30 - 11:30	Managing Diversity	**Individual Activity** • Mentimeter – Managing Diversity: Where are you from? • Mentimeter – Managing Diversity: What Ingredients do you add to your soup? **Group Activity** • Video Critique: Diversity in Practice
11:30-11:50	**Tea / Coffee Break**	
11:50 – 12:15	Bias in Retail	**EDI Slide Deck covering:** • What is Unconscious Bias • Common Biases in Retail • EDI in Industry **Group Activity** • Video Critique: Are you Biased?
12:15 – 1:00	Applying EDI	**Group Activity** • Case Study: Retailer Jigsaw **EDI Slide Deck covering:** • Managers' Toolkit: Applying EDI Principles **Group Activity** • Human Bingo
1:00 – 1:15	Topic Reflection, Take-Aways and Assessment	**Individual Activity** • 5min Reflection **EDI Slide Deck covering:** • Key takeaways • **Review of the assessments relevant to topics discussed on Day 2**
1:15-2:00	**Lunch Break**	

2:00-2:30	Introduction to Ethical Behaviour	**Individual Activity** • Mentimeter - Check-In Activity **Ethical Behaviour Slide Deck covering:** • Ethical Leadership in Retail • Application of Principles and Best Practices **Group Activity** • Walking Debate
2:30-2.45	Ethical Issues	**Ethical Behaviour Slide Deck covering:** • Key Issues **Group Activity** • Case Study Review: Amazon
2.45-3:30	Ethical Frameworks	**Ethical Behaviour Slide Deck covering:** • Ethical Issues **Group Activity** • Ethical Dilemmas in the Workplace
3:30-4:00	Empathy	**Ethical Behaviour Slide Deck covering:** • Power of Empathy **Group Activity** • Video Critique: Empathy
4:00-4:30	Reflection, Take-Aways and Assessment	**Individual Activity** • Self-Test & Reflection: Crossword **Ethical Behaviour Slide Deck covering:** • Key takeaways • Mid-Module Feedback • **Review of the assessments relevant to topics discussed on Day 2.**

Day 3 Lesson Plan

Date	Topic / Workshop	Content
10:00 - 10:30	Introduction to ESG	**Individual Activity** • Mentimeter - Check-In Activity **ESG Slide Deck covering:** • Defining ESG, CSR, and Sustainability • Actionable Corporate Initiatives
10:30 - 11:30	Retail Circularity	**Group Activity** • Flipped Classroom: Deloitte Report
11:30-11:50	**Tea / Coffee Break**	
11:50 – 12:15	Ethical Consumer	**ESG Slide Deck covering:** • Greenwashing • Sustainability **Group Activity** • Case Study: Sustainability: Palm Oil
12:15 – 1:00	SDGs & ESG Legislation	**ESG Slide Deck covering:** • ESG Reporting/ Standards • Key Benefits of the Green Agenda • Fostering a Sense of Community • Planet, People and Profit • New Sustainability Legislation • ESG Legislation **Group Activity** • Visual Search: Greenwashing
1:00 – 1:15	Topic Reflection, Take-Aways and Assessment	**Individual Activity** • My Personal Commitment Exercise
1:15-2:00	**Lunch Break**	
2:00-4:00	Guest Speaker	**Discussion Topics** • Importance of Integrity in Leadership • Strategies for Building Trust • EDI • Ethical Management Issues • ESG • Best Practices and Illustrations

4:00-4:30	Reflection, Take-Aways and Assessment	**Individual Activity** • 5min writing prompt **Individual Activity** • Mentimeter – Wrap-up Quiz **ESG Slide Deck covering:** • Key takeaways • **Review of the assessments relevant to topics discussed on Day 3.**

Day 4 Lesson Plan

Date	Topic / Workshop	Content
10:00 - 10:30	Introduction to Circular Economy	**Individual Activity** • Mentimeter - Check-In Activity **Circular Economy Slide Deck covering:** • The Circular Economy • Managing the Retail Supply Chain **Group Activity** • Video Critique: Circular Economy
10:30 - 11:30	The Linear Economy	**Circular Economy Slide Deck covering:** • Key Features of the Linear Economy • Key Issues
11:30-11:50	**Tea / Coffee Break**	
11:50 – 12:15	Examples in Retail	**Circular Economy Slide Deck covering:** • Core Principles of Circular Economy • In practice **Group Activity** • Mapping the Linear Journey
12:15 – 1:00	Business Models	**Circular Economy Slide Deck covering:** • Key Models • Innovation in Sustainability • Sustainability in Action
1:00 – 1:15	Topic Reflection, Take-Aways and Assessment	**Individual Activity** • 5min Reflection on key changes **Circular Economy Slide Deck covering:** • Key takeaways • **Review of the assessments relevant to topics discussed on Day 4.**
1:15-2:00	**Lunch Break**	
2:00-2:30	Introduction to Accountability and Responsibility	**Individual Activity** • Mentimeter - Check-In Activity **Accountability and Responsibility Slide Deck covering:**

		• Setting the tone as a leader and the impact on performance.
2:30-3:00	Cultural Mapping	**Accountability and Responsibility Slide Deck covering:** • Cultural Mapping for Better Management **Individual Activity** • Considering Trust: Cognitive Activity **Individual Activity** • Creating your own Cultural Map.
3:00-4:00	Embedding Integrity	**Group Activity** • Case Study Review: Psychological Safety **Accountability and Responsibility Slide Deck covering:** • Model, Monitor, Measure and Reward Integrity • Application of Frameworks in Practice **Group Activity** • Difficult Conversations
4:00-4:30	Reflection, Take-Aways and Assessment	**Individual Activity** • Reflection: One Actionable Step **Ethical Behaviour Slide Deck covering:** • Key takeaways • **Review of the assessments relevant to topics discussed on Day 4.** **Individual Activity** • Mentimeter – Wrap-up Quiz