

Empowering Strong, Inspiring Ethical Leadership Through Value-based Education

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Dr. Serge Makolo, MD
Director of the Good Shepherd Eye Clinic
Kananga, Democratic Republic of Congo



Outline of Presentation

- ☐ The issue of unethical leadership
- ☐ Leadership and role models
- ☐ The place/role of education, anecdote
- ☐ Issues and obstacles
- ☐ Challenges and prospects
- ☐ Conclusion



1. The problem of unethical leadership: *growing protests*



- ☐ Rapid technological change:
 - global challenges
 - increasing complexity of decisions
- ☐ Context of multiple crises (economic, social, financial, etc.)
 - disappointment (unfulfilled expectations)
 - crisis of confidence (institutions, leaders, etc.)
- ☐ Growing expectations of stakeholders
 - employees, customers, companies
- ☐ Rise of ethical dilemmas (all sectors)



1. The problem of unethical leadership: *impacts*

☐ Impact on the organization:

- loss of reputation and credibility
- decline in trust (customers),
- financial decline

☐ Impact on employees:

- demoralization, low engagement
- increased turnover, stress

☐ Societal impacts:

- loss of trust
- increased inequality



1. The problem of unethical leadership: *causes of growing protests*



Two Principal Causes

Upstream

Controversial
choice of actors/
presenters

Downstream

Unexpected
behavior



1.The problem of unethical leadership: *incompatibility between profile and responsibility*



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- ☐ **Govern:**
 - Develop a sense of responsibility
 - Involve stakeholders
 - Establish a common direction
 - Manage resources
- ☐ **Manage:**
 - Plan
 - Organize
 - Implement Monitor/evaluate
- ☐ **Lead:**
 - Scan (examine the context)
 - Focus
 - Align and mobilize
 - **Inspire**

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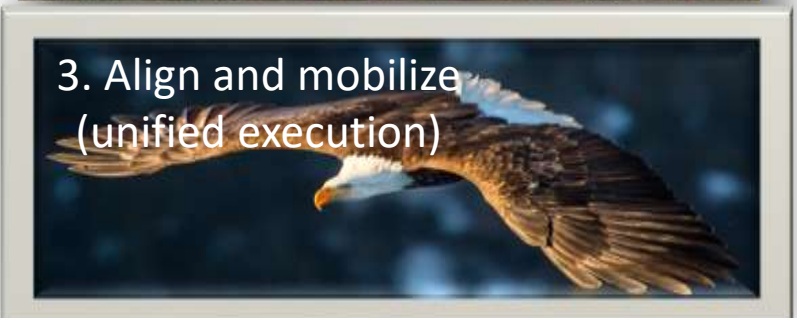
2. Leadership and animal model (eagle) : *inspiration*



1. Scan : Strategic vision



2. Focus : make a decision



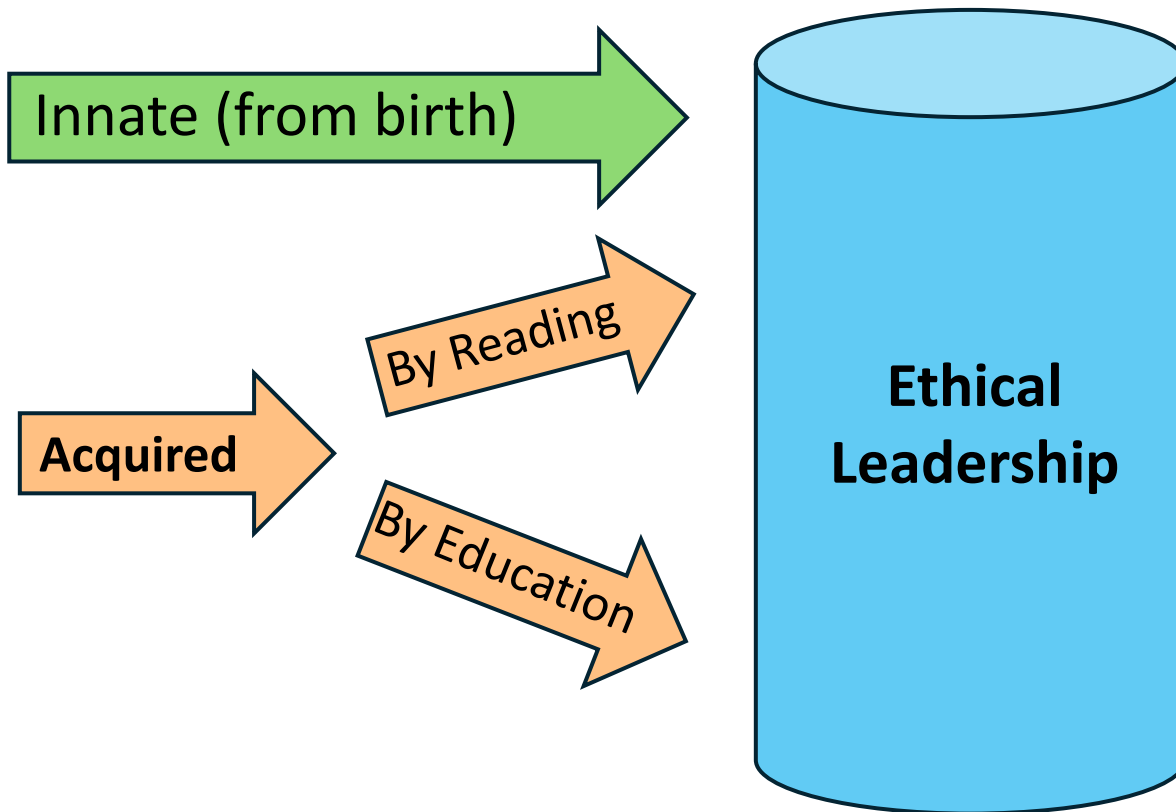
3. Align and mobilize
(unified execution)



4. Inspire



2. Edel GÖTT (ethical leadership): *education, an essential and fundamental lever*

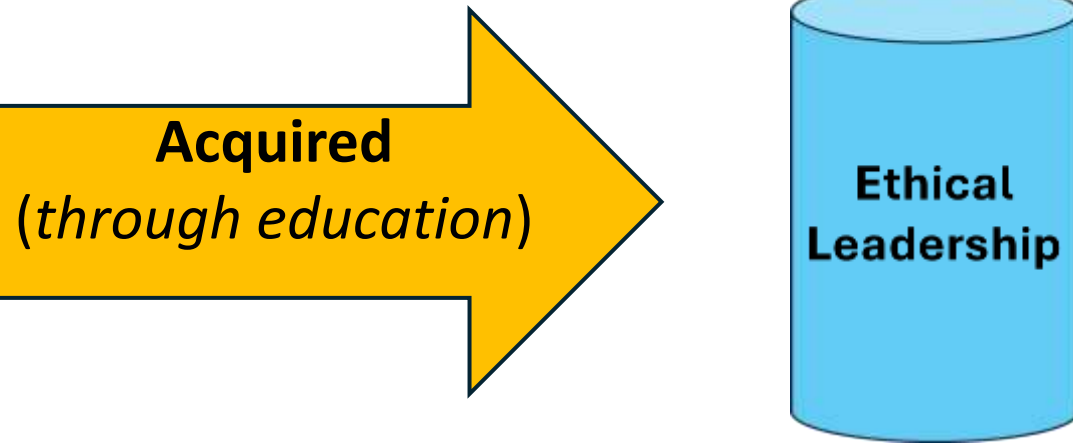


Limitations of self-education (*through reading*):

- ☐ lack of interaction
- ☐ lack of feedback
- ☐ theoretical context
less effective!



3. L'éducation par accompagnement : *effective ethical leadership*



- ☐ Mentoring
- ☐ Coaching
 - Transforming ethical knowledge into ethical action
 - Real-life situations

3. Education for ethical leadership: *not an option, but a necessity*

- ❑ Hippocrates,
- ❑ Florence Nightingale
- ❑ Etc.



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- ❑ Ethical leadership is essential:
 - Acting in accordance with five key values:
 - integrity/honesty
 - Transparency
 - Accountability
 - Fairness
 - Respect
 - Ethical behavior:
 - Holistic
 - Consistent

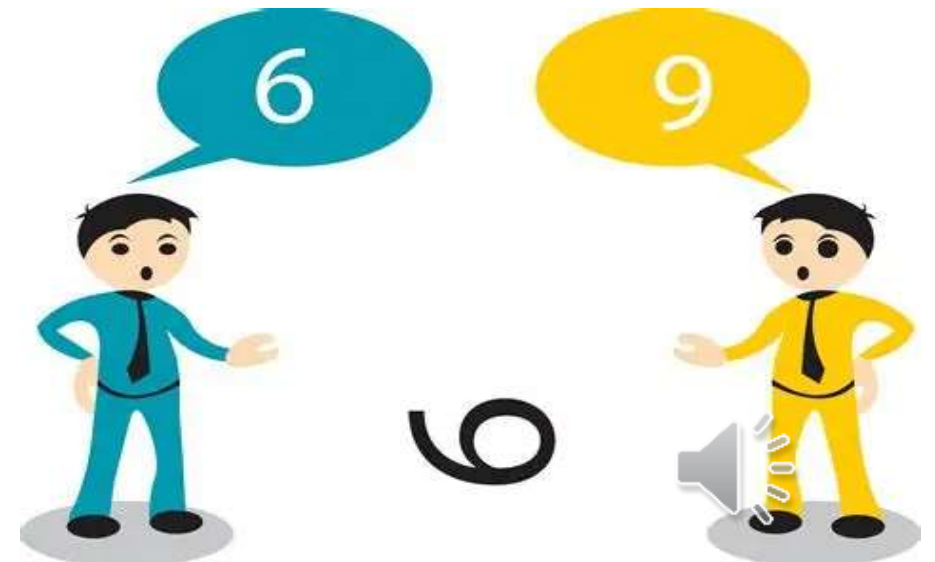
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3. The fundamental role of education in ethical leadership

- ❑ Goes beyond the transmission of technical skills
- ❑ Holistic process of personal and moral development
- ❑ Shapes values, attitudes, and behaviors
- ❑ Ethical decision-making: making informed choices
- ❑ Emotional intelligence
- ❑ Effective communication
- ❑ Conflict resolution

Common sense, putting yourself in someone else's shoes



3. Results/Benefits of leadership formed through education

☐ For individuals:

- credibility and trust
- better decision-making
- personal satisfaction

☐ For organizations:

- increased productivity and employee retention
- improved reputation and brand image
- reduced risks (legal, financial)

☐ For society:

- sustainable and responsible development
- strengthened social trust
- promotion of justice and equity



3. Continuing education and independent learning

- ☐ Lifelong learning: evolving ethics
- ☐ Reading and research: keeping up to date with new practices and theories
- ☐ Mentoring and coaching: benefiting from the experience of ethical leaders
- ☐ Personal reflection: analyzing your own actions and learning from your mistakes
- ☐ Participation in professional networks



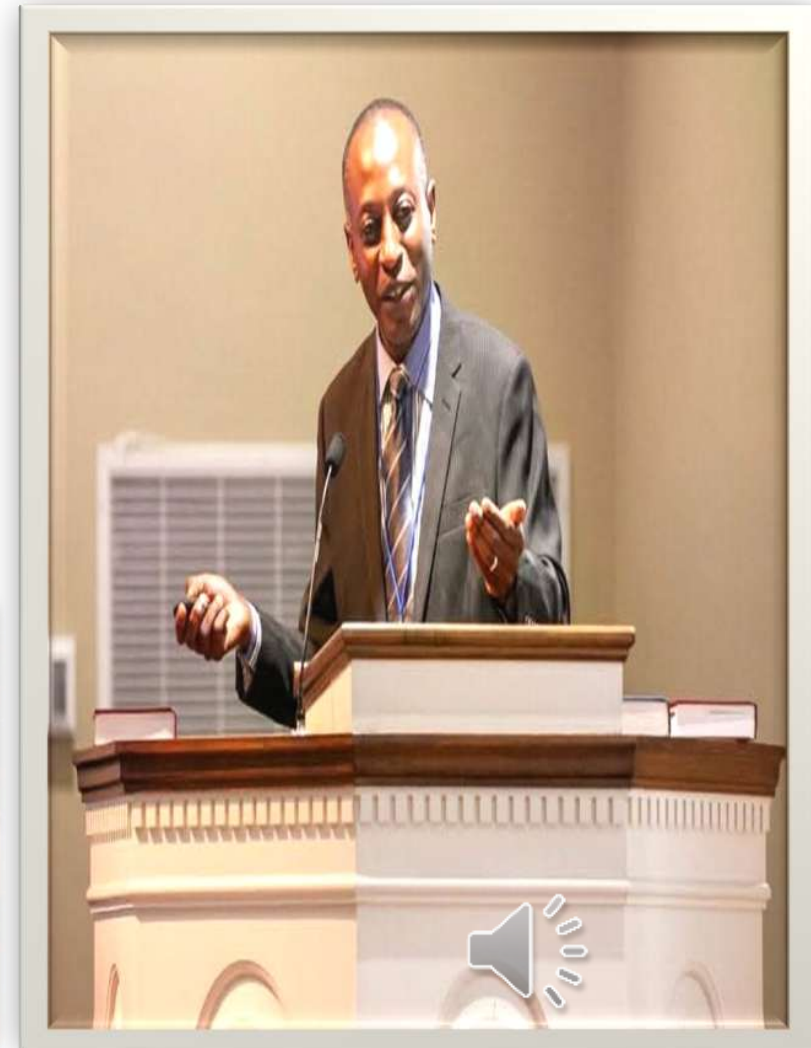
Anecdote: our behavior, a multiplier effect



A supervisor/
manager
disguised as a
protocol officer.



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4. Challenges and obstacles to ethical leadership

❑ Challenges (pressure to deliver results):

- dilemma between economic performance and respect for ethical values
- risk of unethical behavior to achieve objectives
- complexity of decisions in ambiguous situations
- financial pressures

❑ Obstacles:

- lack of ethics training for leaders
- organizational culture: resistance to change
- difficulty maintaining impartiality and objectivity
- challenge of restoring trust and credibility
- mistrust between leaders and institutions



5. Challenges and Perspectives

❑ Challenges:

- resistance to change
- pressure for short-term results
- gap between theory and practice (gap between words and actions)

❑ Opportunities:

- Greater integration of ethics into all areas of study
- Continuing education for sustainable ethical leadership, awareness raising
- Promotion of a culture of evaluation and continuous improvement of ethical practices (*systems for reporting unethical behavior*)
- Personal reflection: self-assessment, regular self-questioning



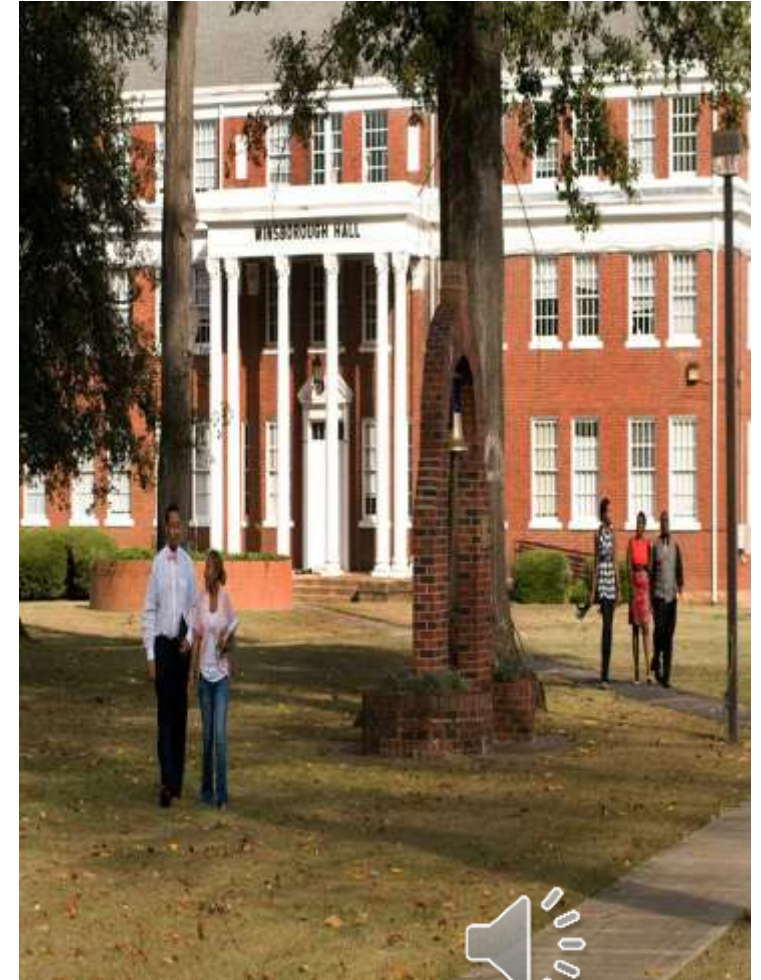
Conclusion

❑ Education:

- A fundamental pillar in the development of more responsible, strong, and sustainable ethical leadership
- Equips leaders with the knowledge, skills, and values needed to make fair and responsible decisions
- Equips individuals with the necessary tools, values, and wisdom

❑ Investing in ethical education:

- means investing in a better future for organizations and society
- means investing in a fairer, more responsible, and more sustainable future



Reflection

Reflection

Am I an ethical leader who inspires others?

Do we have an ethical leader who inspires others?

Do you have an ethical leader who inspires others?

Are the responsibilities and the facilitator's profile compatible?



Thank you for your attention!

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