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## Ethical leadership in a new light

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# Ethical Leadership in a New Light – as Described by Leaders in Public Health Care

**Background:** Ethical conduct is a requirement in Western countries for public sector leaders. Yet how can leaders be both ethical and effective in their public-sector work and maintain good ethical conduct?

## **Methodology:**

Hermeneutical approach: material collected through interviews with 12 nurse leaders in Finland, all working in public healthcare, nursing context

## **Method:**

Latent content analysis was used to analyze the data material

## **Conclusions:**

1. The maintenance of ethics is a continuous, never-ending process that requires willingness, positive action and holistic action, ethics can enhance qualitative care for patients 2. Survival of ethics rests upon leaders' self-care and the promotion of well-being for all in the workplace

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## Results

**True charitability and integrity in a nurse leader foster ethics and elevate co-workers' dignity and integrity**

Structure and regular ethical discussions as a way toward shared responsibility for ethics

Positive and holistic action as a way toward ethics

Self-care and support for NLs as a way toward ethics

**Aims:** To reach understanding of ethical leadership from a caring science perspective

## **Questions:**

1) How can ethical leadership be understood in a nursing care context?  
2) How can NLs and co-workers realize good ethical conduct at work?