

SKILL SPRING PULSE

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NEWSLETTER



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ETHICS IN THE NEWS

REAL-WORLD ETHICS: THE NAGPUR NGO CRISIS

Recent compliance investigations remind us that ethics cannot just live in a handbook. The arrest of a Nagpur NGO leader highlights severe institutional failures that every organization must learn from.

1. What Happened?

An ethical crisis emerged after an NGO leader was arrested for systemic abuse, extortion, and coercing female employees into relationships and religious conversion. Investigations exposed a total collapse of internal accountability and a deeply toxic culture.

2. What We Should Do

Leadership must prioritize transparency over damage control. Organizations must immediately establish independent grievance channels and deploy behavioral audits to uncover hidden cultural risks before they turn catastrophic.

3. How To Avoid It

Move past "tick-box" compliance. Teams must implement strict internal checks, track behavior metrics, and enforce a safe environment where ethical accountability is mandated at every single tier.

How teams are adapting?

Forward-thinking organizations are prioritizing cultural readiness, tracking moral alignment, and utilizing capability tools to spot leadership red flags before they escalate into systemic failures.

From the Founder's Desk



THE VALUES WE BRING TO WORK

"The Principles That Hold Our Families Together Are The Same Ones That Keep Our Teams From Falling Apart."

One thing I've realized while scaling this business is that we often overcomplicate corporate ethics. In reality, the best professional values are simply personal virtues applied at scale.

During a recent leadership offsite, a manager asked us: "Why do we expect people to adopt a different moral compass the moment they log in?" That question completely changed how we viewed our culture.

The biggest lesson for leadership teams is simple: true ethical alignment doesn't require a complex rulebook. Whether resolving a family disagreement or a high-stakes business conflict, the foundation is identical—transparency, accountability, and respect.

Organizations that understand this aren't just mitigating risk, they are building environments where people never have to leave their conscience at the door.

Case Study

DIAGNOSING THE RETENTION GAP

Last Week, we had an exploratory call with a growing consulting firm in Gurugram regarding a dip in team morale. During the discussion, the client initially requested a standard ethics refresher, but our deep dive revealed that leadership was actually struggling to navigate ethical gray areas, which was driving down retention and adding up to a much bigger cost.

Instead of running a separate compliance program, we deployed our capability diagnostic tool to pinpoint the exact cultural blind spots. Using this data, we successfully onboarded managers into a targeted Values-in-Action journey, utilizing practical business scenarios so leaders could understand how to operate with true integrity.

Within 6 weeks, the organization observed:

- **12–20%** improvement in employee feedback on leadership transparency
- Around **20%** increase in team retention rates
- Nearly **10–15%** reduction in hidden costs related to turnover

The biggest learning for us? Ethics programs create stronger impact when they begin with accurate diagnostics and are connected to the organization's larger retention and team development goals.

* UPCOMING EVENTS

New Podcast EP – Learning: Under the surface

Topic: Ethics and Values
"Navigating Workplace Gray Spaces"

What We'll Unpack – Balancing tough targets with integrity, reporting misconduct & building trust.

[Read More..](#)

* PRODUCT SPOTLIGHT

Check your organisation's POSH readiness in under 10 minutes.

Launched a **NO COST** New Ai tools to identify capability gaps across **POSH Compliance**.

Click the link to try the tool or mail us to **book your demo**.

[Tool Link](#)

* COMMUNITY CORNER

Streamline your compliance with our all-in-one suite.

Announcing the **POSH 360 Package** – the complete bundled solution to audit gaps, manage training, and ensure absolute workplace safety.

Click the link to **explore the bundle**.

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