ETHICAL LEADERSHIP AND MORAL INTELLIGENCE

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Abstract
The upcoming article focuses on the emergence and role model ethical leadership and the implications of the model with a common connection to the spiritual dimension of leadership (Transformational Leadership, reliable, and spiritual) are compared. The intersection of ethics and leadership literature recommendations about the inputs and outputs that moral leadership. (Brown&Trevino, 2006) Managers rely on moral values, a significant effect on feelings of energy, strength and creativity of their employees to leave the building to the new moral leadership in creating a healthy work environment plays a significant role. (Golparvar and et al, 2010 and 12)

Introduction
Ethics and moral values as the most important phenomenon that has been noted is that in most organizations. Ethics as part of the official policies and informal culture of the organization accordingly. In many business schools are teaching several units in the field. Ethics is the moral principles and values that govern the behavior of a person or group, based on what is right and what is wrong. Values are determined based on the standards of behavior and decide what is good or bad. Ethical behavior is something that is different from the law. (Daft, 1998)
Deterioration of ethics in public administration around the world, it has become a controversial issue, although not teach ethics, But it can be improved. Among the numerous methods, improving management skills can effectively improve ethics. Skilled and committed management can determine moral standards. Learn various technical skills, cognitive and interactive skills such as understanding social - emotional, servants and agents to enable the public to promote ethical values in organizations. (Haq, 2011)
Challenges to ethical leadership and academic subject matter inclusive executives in various fields have been. In recent years, we have witnessed the Olympic controversial judgments, distinguished journalists and the stories are employed for Fabricator resources, political leaders, regardless of justice and vote and be elected to public comment, Facts and the crimes committed by their subordinate leaders and churches to hide. (Fulmer, 2004)

Ethics in Public Service
Ethics is a requirement for managers. Have a direct impact on citizens, according to Bloom's General Regulations Rosen (1989) Ethics can be a case of "self" and "self" consider the behavior of public managers. Ethics, written or unwritten, that are generally certain behaviors in certain situations it can be forbidding. Science and ethics of public service and a wide range of values and rules including that of impartiality and fairness, sensitivity, compassion, accountability, honesty and integrity, accountability, transparency, devoted his career to defending the rights of people.
Ethical issues surrounding the administrative and operational insight, corruption, accountability, favoritism, secrecy, complexity of issues such as regulation and spinning. (Hag, 2011)
Is Whether Useful Ethical Behavior?
Studies have shown that companies that adhere to the morals and ethics and are committed to a better financial performance than those that are not. It also implies that the market value of firms committed to ethics 2.5 was equal to other institutions. (Fulmer, 2004)

What is Ethical Leadership?
Because of ethical scandals in almost all types of organizations, the importance of ethical leadership is essential. However, in order to understand this type of leadership and its relationship to the issues before it happens, in the first place, to understand their moral leadership. Philosophers to the question "What is ethical leadership?" Aspect of ethical principles and behaviors that managers need to have answered. In contrast, social scientists answer such ethical leadership on the definition, the consequence and its aftermath, have focus. Observers have long believed that personality traits such as honesty and integrity may be important for understanding the effectiveness of leadership and research has shown it. For instance, results, effectiveness of leadership with trust, honesty and integrity and trust in the leader is associated with cognitive styles are related to leadership effectiveness.

Through structured interviews with 20 senior executives in different industries, they were asked about the moral leader who knew him, to think and say about the characters, their motivations and behaviors leaders. Interview evidence indicated that a number of characteristics were associated with ethical leadership. It was thought that the moral leaders must be honest and trustworthy. Moreover, moral leaders as decision makers with the fairness and legitimacy of the people and the wider community are considered. And ethical behavior in their professional and personal lives of those who have been identified.

Also, another important dimension of ethical leadership is shown as the "spiritual director" is labeled. The moral leadership of the agency's efforts to actively influence leader behavior is moral and immoral, followers. (Brown & Trevino, 2006)

Social Learning Theory and Moral Leadership
Social learning theory can be used to justify the inputs and outcomes of ethical leadership. Social learning theory makes it clear that because of the uniqueness of the position of the leader and the followers of the leader's expectations as a moral leader linked. According to social learning theory, the moral leader of leaders and their followers are the views of subordinates should be attractive and reliable.

Here, some of the effects of situational and personal characteristics to enhance and improve the reliability and attractiveness of leader we are saying.

Social learning theory also explains how leaders influence followers based on social learning theory, and assessment of the beliefs, values and behaviors they learn figures, reliable and attractive. Most people learn from others and seems to be a moral leader in an attractive and reliable because they have the most influence on others to pass.

Positions of power and leadership are two features that make it more attractive. Most leaders have a lot of authority and positions of authority and those who care for others and are treated with fairness and justice, are considered more followers. In other words, the more members are affected.

Employees, through social learning, and to consider other people's behavior in organizations and how rewarding and punishing behavior that they can shape their behavior and improve. (Brown & Trevino, 2006)

Situational Influences on Ethical Leadership: According to social learning theory, each of these factors can provide moral leadership learning opportunities.
1. Planning and moral role models:
Based on social learning theory model of its leaders are not only individuals but also leaders from other leaders in turn are modeled. To better understand "the plan" moral and Weaver, Trevino and Eagle (2005) The influence of ethical leaders who were interviewed. The various features and behaviors of the leaders, they had seen and expressed. The compassionate, honesty, fairness and ethical standards of behavior, such as identifying errors amassing experience.

2- Moral of the organization:
Much deeper and broader ethical leadership is related to organizational culture. Culture and environment organizations must provide for the protection of moral leadership.

3 - The moral and ethical issues that are being faced by the organization's leader:
Studies have shown that the severity and extent of the problems of spiritual awakening, spiritual and moral influence.
- The intensity and significance of the results
- Agreement and consensus
According to social learning theory issues that are potentially harmful, and are often visible noticeable and will attract the attention of observers. (Brown & Trevino, 2006)

**Components of Ethical Leadership:**
For effective, efficient and excellence four components of ethical leadership should be understood to develop, target, knowledge, credibility and trust. The relationship between these four factors can be thought of as an interconnected components, each of which alone is perfect.

![Figure 1](image)

Purpose: ethical leadership, organizational goals in mind and accepted the terms of their own arguments, which led to the organization's activities are focused and consistent decisions.
Knowledge of ethical leadership, knowledge, research, judgment and action is deliberate. This knowledge is gained through the organization and its environment.
Authority: moral leader, is power. He will be asked to decide and act.
Trust: moral leadership and inspiration through organization and its environment is the beneficiary of the trust.
Without trust, knowledge and the authority can not be used.

**Procedures of Moral Leadership**
Often it seems that moral leadership is a leadership tender and mild. But being a moral leader means having the necessary authority in all situations. Sometimes you need a leader who does
not care and gentleness. It is best to assume the moral leadership, practice, or procedure through 5 levels of intervention to influence judgments and behavior of followers.

- Inspired by (countenance Revelation): a model and example for all members to put up their capacity to achieve organizational goals share the risk. (Minimal intervention)
- Facilitator: Support and guidance for its members in times of need. So the full use of their capacities.
- Encourage and stimulate (Persuasion): Through argument and reason to persuade other members to contribute to the achievement of organizational goals.
- Arts Management and Control: Proposed to encourage others to achieve organizational goals rather than the expression of the intrinsic value of participation, where there is no commitment required of the subjects.
- Coercion: coercion of some members to apply their abilities when they have no commitment to the organization and its goals. (Highest level of intervention) (Johnson, 2005)

Consequences of Ethical Leadership
Given the importance of ethical leadership has consequences that are deemed effective. From the perspective of social learning, the leader of his followers to emulate. Leaders because they are attractive and reliable model of the form good behaviors. And also the importance of the moral standards of employee performance management systems are reliable. Employees need to learn about the rewards and the rules and regulations, not directly, but according to social learning theory, they can see the consequences of others’ behavior, they learn indirectly. (Brown&Trevino, 2006)

Reinforce a Sense of Moral Leadership on Energy, Strength and Creativity of Employees
The research was conducted in the summer of 2009 it was found that the Haier factory directly strengthen ethical leadership abilities and feel the energy in the workplace. The feeling of energy, work capacity was strengthened. Process analysis as well as a feeling of energy and mental capacity will also strengthen the creative staff were strengthened through ethical leadership. (Golparvar and et al, 2010 and 12)
Ethical Intelligence
Four principles of ethical intelligence and self-organization is needed for sustained success:
1 – Integrity: The harmony between what they believe and what we practice. Do we know what is right and say the right words at all times.
2 – Responsibility; who has high moral intelligence. Responsibility for their own actions and the consequences of its actions, but also accepts mistakes and beat themselves.
3 - Sympathy, according to others who have mutual influence. If you're kind and compassionate towards others, compassion for them when they need us.
4 - Forgiveness: awareness of self and others' flaws and mistakes and forgive yourself and others.
So the moral high intelligent leaders are doing the right thing. Actions associated with the values and beliefs consistent, high performance and always works with ethical bind.
In the current structure, or participation in employee share trust information, replacing the old structures and control has been intense in the past.
Today, the best manager is the one who listens to talk to the staff, they provide motivation and support causes they arise. Successful or effective leadership, authority and responsibility to others (employees) are divided and they are involved in these cases. This type of leadership style is team leadership.
Kim (2002) leadership team includes initiatives to involve employees in different ways in the same working conditions, problem solving and decision making knows. The leadership team of the company to obtain their input for decisions and conflict resolution is to implement the change. (Siyadat, Mokhtari poor&Kazemi, 2009)
According to research in the relationship between intelligence and moral 2008-2009 team led by researchers at the Autonomous University Siyatad ,Kazemipoor were Was clear, direct and positive correlation between moral intelligence and team leadership training and non-training managers there.
So the moral development of their own leadership behaviors that are directly related. According to the organization, training, skills and attitudes to different types of work needs, leadership team works so much better than a leader, and in the interest of morals, morale improves teamwork. (Siyadat and et al, 2009)

Conclusions
Although the generation of moral leadership that is concerned, but social scientists study based on theory, research and an issue that has the potential for academic research. Failures ethical grounds for research on ethical leadership have developed. Organizations want to know how to choose ethical leaders, train them and maintain the organization. Trade schools will want to know how they can closely effective ethical leadership. Positive and negative influence employee behavior must be ethical leaders. Because of their relationships with employees ethical leader in communications and social interaction are observed. (Brown, Trevino, 2006)
But keep in mind that it never proved a model of leadership that is not appropriate for all organizations. Also, any organization faced during his life is not just a leader.
An appropriate style for the content of leadership, organizational culture, organizational situations that occur at each stage of the life cycle depends. (Johnson, 2005)
References

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