

Executive Ethics



*Ethical Dilemmas and Challenges
for the C-Suite*

edited by

Scott A. Quatro and Ronald R. Sims

Foreword by Dennis Bakke,
author of *Joy at Work*

Afterword by C. William Pollard,
author of *The Soul of the Firm*



Executive Ethics Ethical Dilemmas And Challenges For The C Suite

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Executive Ethics Ethical Dilemmas And Challenges For The C Suite:

Executive Ethics II Ronald R. Sims, Scott A. Quatro, 2016-06-01 This 2nd edition of Executive Ethics provides a variety of contemporary and timely readings squarely focused on the ethical dilemmas and challenges faced by today's C suite executives In addition to identifying these dilemmas and challenges the contributors provide both knowledge and insight on how C suite executives can proactively address such ethics issues The contributors provide unique value propositions for the C suite regarding the most critical ethical issues facing organizations today while also highlighting useful information for senior executives interested in integrating ethics into the leadership and management practices of their organizations In the end the book empowers C suite executives to build a long term strategic and enterprise wide approach to ethics

Executive Ethics Ronald R. Sims, Scott A. Quatro, 2008-05-01 Foreword by Dennis W Bakke best selling author of Joy at Work Afterword by C William Pollard best selling author of The Soul of the Firm Scott Quatro and Ronald Sims have put together an impressive group of experts that delve into the essential elements of C suite leadership especially ethics driven leadership The book reminds us that the bottom line is more complicated now Profits are only part of the equation The post Sarbanes Oxley era requires more than ethics related compliance It calls for the creation of an ethics driven ethos as well This book begins the dialogue toward such an ethos This timely volume is unified in its collective voice but uniquely diverse in its independent voices as it draws on the wisdom and experiences of twenty nine different contributors from both industry and the academy This book will also help you understand how organizations can maximize the fun effectiveness and experienced meaningfulness of the people who work there The fundamentals are simple and easy to understand Unfortunately few C suite leaders can bring themselves to lead consistently following these fundamentals An ethical organizational leader must continuously remind the organization why the organization exists and why what it does is important People will not work with energy engagement and consistency without a purpose they intensely believe is worthwhile Leaders must continually find ways to articulate the importance of individual peoples efforts toward that end

Organizational Ethics and Stakeholder Well-Being in the Business Environment Sean Valentine, 2014-04-01

Organizational ethics involves the institutionalized principles guidelines and norms that influence how a company and its employees function in an ethical manner Ultimately these processes collectively influence a firm's 1 overall sense of business ethics 2 management of employees and 3 interactions with partners outside of the immediate work environment Researchers and practitioners are interested in organizational ethics because the different approaches used to develop such a context generate many other positive business outcomes While the connection between organizational ethics and employee stakeholder well being has been explored moving forward with a number of new investigations should push the literature forward This book seeks to explore these important topics and present a more comprehensive overview of organizational ethics and stakeholder well being in the business environment Such inquiry is important because the linkages between

business ethics and stakeholders if well managed have the capacity to benefit both companies and employees. In addition, the content of this book should serve to guide future investigations within this area of business ethics. A Contemporary Look at Business Ethics Ronald R. Sims, 2017-07-01. A Contemporary Look at Business Ethics provides a present day look at business ethics to include the challenges, opportunities, and increased need for ethical leadership in today's and tomorrow's organizations. The book discusses current and future business ethics challenges, issues, and opportunities which provides the context leaders and their organizations must navigate. The book includes an in-depth look at lessons learned about the causes of unethical behavior by examining a number of real world examples of ethical scandals from around the world that have taken place over the past few decades. The analysis of the various ethical scandals focuses on concepts like ethical versus unethical leadership, received wisdom, the bottom line mentality, groupthink, and moral muteness, all of which contribute to the kind of organizational culture and ethical behavior one finds in an organization. The book discusses ethical decision making in general and the increased role of religion and spirituality in confronting unethical behavior in contemporary organizations. The book also takes an in-depth look at the impact ethical scandals have on employees and more specifically the psychological contract and person-organization ethical fit with the goal of identifying along with other things what leaders can do to restore relationships with employees and rebuild the organization's reputation in the eyes of various stakeholders.

The Ethically Responsible Organization Ronald R. Sims, 2023-01-01. Today's businesses have an obligation to conduct themselves in an ethical and responsible manner at all times. Fortunately, many businesses have historically embraced the idea that they can operate in an ethically responsible manner. However, there are way too many companies that are willing to cut corners and do whatever it takes to make a profit, thus contributing to the vortex of mistrust, distrust, misinformation, disinformation, and less than full disclosures as a result of their unethical misconduct. This book takes the position that enough is enough and argues that all businesses can and must be ethically responsible, no matter its size or whether it operates locally or globally. The book describes the features of an ethically responsible, e.g., ethical and socially responsible organization that is committed to always doing the right things, which means they are committed to building, institutionalizing, and sustaining an ethically oriented organizational culture. Ethical responsibility means maintaining even improving your bottom line while setting a high bar for high ethical standards AND making a positive contribution to society. The book argues that organizations must be attentive to ensuring that the culture has as its core accountability, responsibility, and learning, which means it invests in developing and expecting all of its employees to be fully engaged in making ethical decisions and being ethical leaders. The book also discusses what it means to be an ethically responsible global business leader, middle manager, and lower level employee. The Ethically Responsible Organization provides a detailed look at the importance of organizations doing preventive work to avoid ethical falls or scandals and takes the position that if such a fall or scandal occurs, then the company should seize the moment and learn from the experience by becoming a learning organization. The

book also takes the position that an ethically responsible organization is already a learning organization where continuous inquiry diagnosis reflection learning and self correction is the keystone of the way it operates Finally the book offers some ideas on how organizations can reinforce and sustain themselves as ethically responsible businesses today and in the future by taking a strategic approach to ethics that includes constant and consistent ethics training and education for all its employees and partners In the end the purpose of the book is to continue to increase our understanding of why organizations stray from doing the right things and how a focus on being ethically responsible can position companies to avoid or quickly respond to any potential ethical misconduct or find themselves in the list of the years top ethical scandals This book is written for all those who also take the stance that enough is enough when it comes to the headlines of another failure because the organization s leaders would not commit to being ethically responsible and find themselves in the throes of an ethical scandal and unable to recover from it and like Humpty Dumpty all the kings horses and all the kings men the company can t recover from what was a preventable ethical fall

Legal and Regulatory Issues in Human Resources Management Ronald R. Sims, William I. Sauser, 2014-10-01 This edited book is intended to address the need for an updated look at the HRM legal and regulatory environment Contrary to existing books which address legal issues in HRM from a narrower focus or specific issue like sexual harassment performance appraisal or employment termination this book provides a comprehensive and in depth look at legal issues regulations and laws which govern all aspects of human resource management recruitment selection placement performance management i e employee training and development benefits and compensation and specific issues such as job analysis sexual harassment and the like The contributors to this book offer their insight derived from their own research and practical experience with the HRM legal and regulatory environment world of work More specifically the contributors examine analyze and discuss challenges issues and opportunities related to HRM legal and regulatory issues and the implications for employees and their organizations while emphasizing the importance of navigating such laws and regulations to the employment cycle and toward sustainable competitive advantage in today s and tomorrow s organizations

When a New Leader Takes Over Ronald R. Sims, 2017-06-01 When a New Leader takes Over Toward Ethical Turnarounds takes a detailed look at the experiences of new leaders who are charged with turning an organization around following an ethical scandal The challenges confronting new leaders who are tasked with restoring trust rebuilding reputation and turning around an organization following an ethical scandal are discussed along with specific actions taken by these leaders during the turnaround process A main focus of the book is to offer insight into the difficult situations confronting new leaders at the beginning during and after their turnaround experiences which means turning an unethical organizational culture into an ethical one A number of examples of turnaround efforts that have taken place over the past two decades are included to provide the most comprehensive documentation of the ethical turnaround process The book includes an in depth look at what led to the unethical behavior by examining a number of real world examples of ethical

scandals from around the world The book will provide an analysis of the various ethical scandals by focusing on concepts like unethical leadership received wisdom groupthink and moral silence all of which contribute to the kind of organizational culture and unethical behavior one finds in organizations that experience ethical scandals The book also discusses proactive leadership and its importance in implementing ethical turnarounds based on values based leadership employee involvement and ethics education A main premise of this book is that new leaders can successfully create an organization environment to rebuild and institutionalize ethical behavior as part of the turnaround process and sustain ethical behavior beyond the turnaround The book will be of interest to employees at all levels of an organization business professionals and other practitioners and others who have an interest in organization change transformation and ethical turnarounds

Meeting the Ethical Challenges of Leadership Craig E. Johnson, 2017-01-10 Ethics is at the heart of leadership All leaders assume ethical burdens and must make every effort to make informed ethical decisions and foster ethical behavior among followers The Sixth Edition of Meeting the Ethical Challenges of Leadership Casting Light or Shadow explores the ethical demands of leadership and the dark side of leadership Author Craig E Johnson takes a multidisciplinary approach to leadership ethics drawing from many fields of research to help readers make moral decisions lead in a moral manner and create an ethical culture Packed with real world case studies examples self assessments and applications this fully updated new edition is designed to increase students ethical competence and leadership abilities

Experiences in Teaching Business Ethics Ronald R. Sims, William I. Sauser, 2011-07-01 The primary purpose of this book is to stimulate dialogue and discussion about the most effective ways of teaching ethics Contributors to the book focus on approaches and methodologies and lessons learned that are having an impact in leading students to confront with accountability and understanding the bases of their ethical thinking the responsibilities they have to an enlarged base of stakeholders whose needs and interests often are conflicting and their stewardship to use their talents responsibility not only in fulfilling an enterprise s economic goals but also to recognize the impact of their actions on both individuals and larger society The primary audiences for the book are those individuals responsible for teaching management especially those with responsibilities for teaching business ethics But the book is also designed for practicing managers for these managers have among their most important responsibilities the development of people in their organizations who have the integrity values and competences to be effective managers of economic resources while at the same time to recognize the roles of their enterprise in shaping society

Human Resources Management and Ethics Ronald R. Sims, Sheri K. Bias, 2021-01-01 Human Resources Management and Ethics Responsibilities Actions Issues and Experiences explores and provides an in depth look at the responsibilities actions issues and experiences related to HRM and ethics for individual employees organizations and the broader society Like other departments in the broader organization HRM professionals will need to increasingly demonstrate how they contribute to an organization s ethical orientation and overall performance or success While the ethical challenges trends and issues impacting employees

organizations and HRM professionals will continue to change over the years consider the recent ethical challenges related cybersecurity and data breaches the bottom line of organization success is the clear reality that doing the right thing or institutionalizing an ethical culture or character is just as important to various stakeholders The chapters in this book provide an updated current and future look at the relationship between HRM and ethics and across various sectors or organizations i e public private not for profit academic etc That is this book discusses the ever evolving role of HRM professionals to include discussion of how the profession continues to take on more responsibility for developing and institutionalizing an ethical culture in their organizations industries and the broader society The book also contributes to the need for ongoing dialogue discussion or insights offered by HRM experts on what HRM professionals and their organizations can do in the face of ethical expectations challenges and scandals In the end the book is intended to increase our understanding of the ethical responsibilities actions issues and experiences that arise both within HRM and in HRM s interactions with individuals and organizations

Handbook of Research on Business Ethics and Corporate Responsibilities Palmer, Daniel E.,2015-01-31 While skeptics once saw the concept of business ethics as an oxymoron modern businesses are proving them wrong Success depends not only on educating young professionals about ethical practices but on the implementation of these practices in all aspects of a company The Handbook of Research on Business Ethics and Corporate Responsibilities explores the fundamental concepts that keep companies successful in the era of globalization and the internet Investigating the implementation of best practices and how ethics can be taught to the next generation of business experts this handbook is an essential reference source for students academics business managers or anyone interested in the increasingly interdisciplinary field of business ethics and its applications in the world today

Foundations of Ethical Practice, Research, and Teaching in Psychology and Counseling Karen Strohm Kitchener, Sharon K. Anderson,2011-01-19 In Foundations of Ethical Practice Research and Teaching in Psychology and Counseling Kitchener and Anderson lay a conceptual foundation for thinking well about ethical problems Whereas the first edition focused mainly on ethical reasoning and decision making this new edition draws more explicitly on all components of James Rest s model of moral ethical behavior including moral ethical sensitivity moral ethical decision making moral ethical motivation and the ego strength to follow through on the decision The book addresses five key principles of ethical decision making and includes updated sections on research teaching and supervision and practice It discusses the relationship of the ethical principles and the model of ethical decision making to professional ethical codes while offering discussion questions case scenarios and activities to help the reader focus on ethical character and virtue Foundations of Ethical Practice Research and Teaching in Psychology and Counseling gives psychologists students and trainees the tools they need to analyze their own ethical quandaries and take the right action

Business Education and Ethics: Concepts, Methodologies, Tools, and Applications Management Association, Information Resources,2017-07-13 In the increasingly competitive corporate sector organizational leaders must examine

their current practices to ensure business success This can be accomplished by implementing effective educational initiatives and upholding proper ethical behavior Business Education and Ethics Concepts Methodologies Tools and Applications is a comprehensive source of academic knowledge that contains coverage on the latest learning and educational strategies for corporate environments as well as the role of ethics and integrity in day to day business endeavors Including a broad range of perspectives on topics such as globalization organizational justice and cyber ethics this multi volume book is ideally designed for managers practitioners students professionals and researchers actively involved in the corporate sector

Developing Moral Sensitivity Deborah Mower, Wade L. Robison, Phyllis Vandenberg, 2015-05-15 Moral sensitivity affects whether and how we see others note moral concerns respond with delicacy and navigate complex social interactions Scholars from a variety of fields explore the concept of moral sensitivity and how it develops beginning with a natural moral capacity for sensitivity towards others that is shaped in a variety of ways through relationships forms of teaching and social institutions Each of these influences alters the capacity as well as one's responses in complex ways The concept of moral sensitivity deepens as progressive chapters demonstrate its increasing complexity through development within individuals over time as they mature and as their relationships and social contexts expand The chapters integrate research from philosophy psychology neuroscience literature education and media and technology studies with key chapters by Darcia Narvaez Nancy E Snow Michael S Pritchard and Stephen J Thoma and a Foreword by Owen Flanagan It is the only comprehensive presentation of interdisciplinary work on moral sensitivity that integrates a theoretical methodological and pedagogical analysis This highly interdisciplinary approach provides a new way of thinking about the relationship of individuals to society and moral sensitivity as a social phenomenon extending current research in ethics moral psychology and psychology toward situated embodied and contextual analyses

Environmental Ethics and Sustainability Hal Taback, Ram Ramanan, 2013-07-29 Environmental Ethics and Sustainability A Casebook for Environmental Professionals introduces a decision making model constructed from the viewpoint that ethics are not about the way things are but about the way things should be The first part of the book covers natural human instincts human attitude treatment of other species and the natural world and fundamental concepts in environmental decision making in the public policy arena It also provides insight and specifics on how to develop an ethics culture in an organization as well as conduct an environmental ethics education program that trains leaders professionals and students The second part of the book identifies and deals with numerous dilemmas in a case study format offers options tests ethical values and offers practice to the environmental professionals in making the right choice and evaluating the justification for those decisions The authors of this book explore the notion that doing the right thing is not a natural human instinct and that the techniques needed for resolving an ethical dilemma require training The book defines ethics as the difference between what a person has the right to do and the right thing to do It details a framework for understanding and resolving various ethical claims and concentrates on providing hands on practical

training for environmental practitioners and students aspiring to become environmental leaders and professionals

Leadership Naveena Prakasam, 2023-03-17 This book explores the different facets and wide ranging approaches to leadership from the evolution of leadership with a focus on traits to critically assessing various styles and approaches to leadership Chapters explore social constructionist approaches to leadership relational leadership ethics leadership and strategic HRM power and the dark side of leadership as well as the implications of leadership in the digital era and leadership in an age of increased surveillance The book critiques the domination of Western white and masculine centric approaches to leadership while examining the gendering and racialisation of leadership and issues pertaining to exclusion and inclusion Features include Non Western case studies that give a truly global outlook A Decolonising Leadership feature that highlights diverse sources and perspectives to encourage you to look beyond the traditional leadership canon Reflective questions that encourage critical thinking Suitable for upper undergraduate and postgraduate students studying leadership Dr Naveena Prakasam is a lecturer in Organisational Behaviour and Human Resource Management at the University of Southampton

Leadership, Leaders and Leading Ronald R. Sims, 2021-01-01 Why with hundreds and hundreds of books on leadership to choose from why another one The answer is simple Given the importance of leadership and leaders in organizations there will always be efforts to try to improve our understanding on how we can improve the leadership process Leadership Leaders and Leading focuses on the age old reality that successful organizations will continue to need effective leaders at all levels The book is based on the premise that effective leaders need to be able to establish a shared vision and accompanying strategy that other members of the organization strongly believe in and are willing to help execute The book argues that we can continue to learn from traditional and contemporary theories and myths about effective leadership leaders and how they can successfully lead an increasingly diverse and demanding workforce consumers and the broader society The book discusses foundational leadership skills like motivation communication building leader follower relationships groups and teams developing others conflict negotiation and organizational politics along with highlighting the important role leaders should play in the areas of human resource management ethics crisis and reputation management sustainability sustainable development and cybersecurity Each chapter offers the opportunity for the reader to increase their understanding of leadership leaders and leading in an increasingly dynamic world of work This book is written for those who are interested in the continued effort and dialogue on what effective leadership leaders and leading should entail in the coming years

Counter-Cultural Paradigmatic Leadership Gary K. G. Choong, 2011-06-03 In Counter Cultural Paradigmatic Leadership Gary Choong challenges the reader to consider the mind set motive and manner of leadership in any Asian setting that is suffused with contemporary practices of paternalistic authority It provides a counter cultural paradigm shift for the Christian leader who desires to honor God with mind and heart based on a biblical moral foundation and to lead with character biblical core values and a commitment to further the cause of Christ The counter cultural paradigms and practices

of integrity humility and empowerment address the ills of contemporary paternalistic authority such as didactic leadership guarding and building of reputation protection of dominance autocratic control nepotism cronyism ambivalence lack of accountability overstaying one's effectiveness and underestimating one's subordinates This counter cultural paradigmatic Christian leadership deals first with the Christian leader's character and spiritual formation over a lifetime second it seeks to influence and impact team members toward biblical coherence and congruence in discipleship team ministry and leadership development third it encourages the leader to consider ways to address organizational behavioral dysfunctions and hence organizational coherence congruence and effectiveness particularly with a view toward leadership succession and organizational significance Ethics for Psychotherapists and Counselors Sharon K. Anderson, Mitchell M.

Handelsman, 2011-09-13 Ethics for Psychotherapists and Counselors utilizes positive discussions accompanied by a variety of thought provoking exercises case scenarios and writing assignments to introduce readers to all the major ethical issues in psychotherapy First book designed to engage students and psychotherapists in the process of developing a professional identity that integrates their personal values with the ethics and traditions of their discipline Authors take a positive and proactive approach that encourages readers to go beyond following the rules and to strive for ethical excellence Utilizes a variety of thought provoking exercises case scenarios and writing assignments Authors present examples from their own backgrounds to help clarify the issues discussed Text emphasizes awareness of one's own ethical personal and cultural backgrounds and how these apply to one's clinical practice Positive Ethics for Mental Health Professionals Sharon K.

Anderson, Mitchell M. Handelsman, 2021-08-02 Develop a practical and comprehensive view of professional ethics In the newly updated Second Edition of Positive Ethics for Mental Health Professionals A Proactive Approach distinguished psychologists Drs Sharon K Anderson and Mitchell M Handelsman deliver an insightful guide for mental health professionals and trainees to strengthen and or develop their professional and ethical identities Utilizing the same informal and inviting tone of the first edition Anderson and Handelsman share the literature and provide positive discussions exercises case scenarios and writing assignments to help you explore and develop your ethical core You'll also develop your self reflective skills to learn how to make excellent ethical choices regarding psychotherapy and counseling This edition of the book also offers An introduction of the idea of tripping points or predictable pitfalls when making ethical choices Discussions of nonrational factors in ethical decision making including biases heuristics and emotional influences A renewed focus on ethical acculturation which emphasizes the importance of your own background in the development of your ethical identity Perfect for undergraduate and graduate students studying psychotherapy and mental health counseling Positive Ethics for Mental Health Professionals will also earn a place in the libraries of mental health practitioners seeking a primer on the complicated ethical issues that inevitably arise in their practices and how to prepare for them and navigate them

Executive Ethics Ethical Dilemmas And Challenges For The C Suite Book Review: Unveiling the Power of Words

In some sort of driven by information and connectivity, the energy of words has are more evident than ever. They have the capability to inspire, provoke, and ignite change. Such could be the essence of the book **Executive Ethics Ethical Dilemmas And Challenges For The C Suite**, a literary masterpiece that delves deep in to the significance of words and their impact on our lives. Written by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we will explore the book is key themes, examine its writing style, and analyze its overall effect on readers.

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