"I can think of no commitment more important to a corporation or its survival than its commitment to ethics. That means not only conducting our business affairs within the letter of the law, but also in the spirit of the law."

Norman R. Augustine
Former CEO of Lockheed Martin Corporation

“Business is a partnership of people creating in many ways, a better life for others as well as ourselves.”

If Aristotle Ran General Motors
By Tom Morris
Negative Ethics

1. Tell us what not to do.
2. Prevent a harm.
3. Imply the obligation to not do harm.

-Marvin T. Brown

Positive Ethics

1. Give guidelines for what we should do.
2. Promote a good.
3. Imply a responsibility to do good.
4. Rely on the power of the organization to be responsive, and love the ability to respond.

Marvin T. Brown

Ethics

- Focus on action not behavior.
- Justify action not behavior.
- Acknowledge the gap between “ought” and “is.”
People get in trouble at work for four reasons

1. Abuse of power.
2. Abuse of knowledge.
3. Abuse of access.
4. Abuse of relationships.

“We are not disturbed by things, but by the view we take of them…. When we meet with troubles, become anxious or depressed, let us never blame anyone but…..our opinion about things.”
Epictetus (60 A.D.)

Myths That Our Culture Teaches…

PAIN
Must be avoided at all costs.

HAPPINESS
"Go For It!" "If it feels good, do it!"

"ME" ORIENTED SOCIETY
Money and materialism

COMPETITION
Winning isn’t the only thing, it is everything!
Decision Making Process

Three Psychological Persons

Five Emotions
1. Sad
2. Mad
3. Glad
4. Scared
5. Hurt
**Relationship Builders**

- TRUST
- TIME
- TOUCH
- TALK

**You Must Ask:**
How will this help them...

- Feel that they belong?
- Develop an unique identity?
- Feel significant?

**Social Significance Question**

*How do I fit in here?*
8 Great Leadership Habits

1. Find every opportunity to practice the virtues of integrity, trustworthiness, honesty and compassion.

2. Ask yourself: How is my organization better today because I am in it?

Habits -2

3. Weigh your actions toward creating more good than harm.

4. Ask yourself: How am I a better person because I am part of this organization.

Leadership Habits-3

5. Remember to treat each person with the dignity and respect that every human being deserves.

6. Find and name strengths of the organization that can help you become more human.
Habits-4
7. Be aware of whom you benefit, whom you burden and how that decision is made.

8. Practice getting beyond your own interests to make the organization stronger.

Cowboy Ethics
1. Live each day with courage.

2. Take pride in your work.

3. Always finish what you start.

4. Do what needs to be done.

Cowboy ethics-2
5. Be tough, but fair.

6. When you make a promise, keep it.

7. Ride for the Brand.

8. Talk less and say more.
Cowboy Ethics -3

9. Remember that some things are not for sale.

10. Know where to draw the line.

Ethical Considerations

- On what foundation do we base our ethical decisions?
- People make decisions based on the values they hold dear.
- Ethical principles are not concerned with how things do operate, but with how they should operate!

Ethical Considerations (continued)

- The most difficult decisions to make are those in which there is a conflict between two or more principles of which you deeply believe in.
- It is important that we determine in advance what our priorities are, realizing that a lot will depend on the situation.
Factors in Making an Ethical Decision
1. Is this in line with our company’s objectives?
2. Will this decision result in the right thing being done for the client?

Just Do it!!!
1. Is it ethical/legal?
2. Is it good for the customer?
3. Is it consistent with our shared values?
4. Are you willing to be held accountable?

Self Esteem
Believe in you. Believe in others. Your choice makes a difference. Death is a part of life. Risk!
GIFT

Each Day → Each Person