

Good example of sustainability: response to posts essay

[Literature](#), [Russian Literature](#)



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Response to Post

As IBM's Director of Human Resources, I could tailor my ordinary responsibilities in a way that would support the values that are presented on the official website of IBM through the following endeavors: (1) being an advocate for employee empowerment in encouraging personal and professional contribution of employees through community work; (2) supporting environmental programs which aim to protect and conserve the environment; and (3) exhibiting transparency in governing the human resources functions of IBM according to ethical, moral, and legal standards. Being an advocate for employee empowerment through supporting community work would be a commendable feat. As the Director for Human Resources, one should acknowledge that part of the professional growth and development of employees is sharing their expertise in community programs, such as education of the youth, promotion of health, and encouraging multi-cultural programs.

Concurrently, supporting environmental programs would include the promotion of green campaigns as well as simple techniques that encourage

cost savings in the organization. These cost saving techniques could include energy conservation, water conservation, effective use of paper (office supplies), as well as proper disposal of wastes. As HR Director, I could promote environmental protection and conservation through sending office correspondences that offer recognition and acknowledgment to employees or departments that effectively utilized resources and minimized costs. Finally, exhibiting transparency through governance falls under other responsibility-related areas at IBM . Corporate governance includes IBM's policies, processes, and procedures, as well as regulations that the executive management team adheres to. The way leaders behave and govern subordinates for a significant role in encouraging followers to take a more committed stance for social responsibility and conformity to ethical standards.

These endeavors would be supportive of the following corporate values: application of IBM's core competencies to new opportunities that would address current societal problems, as well as promoting and enjoining stakeholders in focusing on social responsibility and corporate citizenship . My role as director of human resources is crucial in promoting the highest standards of professionalism and conduct of discipline through being a model that embodies corporate responsibility. As such, my actions and behavior conforming to the thrusts of corporate citizenship, stewards for environmental protection, serving the interests that are supporting of the well-being of employees, and governing the functions of human resources according to defined standards would affirm support to IBM's values.

Response to Post of Amanda

The responses confirm the promotion of IBM's commitment to the values of IBM, but not specifically to environmental sustainability. Your post focused on the value of promoting corporate citizenship and social responsibility through encouraging volunteerism. Likewise, another relevant thrust noted is through the development of awareness in work-family balance concerns, as well as in the development of the employee's well-being. As a director, you would be expected to govern and lead the organization and its various stakeholders in exhibiting the most appropriate conduct and behavior. Therefore, paramount concern must be in exhibiting professionalism, discipline, and character that would appropriately embody the values promoted by the organization.

Response to Post of Brittany

All the three choices you noted are consistent with the values of commitment to responsibility at IBM. However, none specifically or directly promotes the value of environmental sustainability; except through the proposed recognition program. You mentioned that employees who served their communities well and were committed to environmental protection should be duly acknowledged as a motivational strategy. In this thrust, the aspect of environmental sustainability was touched.

Works Cited

IBM. (n. d.). Responsibility at IBM. Retrieved December 12, 2014, from ibm.com: <http://www.ibm.com/ibm/responsibility/?lnk=fai-cres-usen>

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