

Ask week 2

[Business](#), [Management](#)



First scenario: Akada Do you find Badaracco's (1998) article of any help in relation to your workplace based problem? It is apparent that according to Badaracco (1998), ethical decisions can be influenced by personal ethics. In fact, the latter for making decisions between the right and the wrong has a lot to do with how individual values determine decision making (Bowen, Pearl and Akintoye 2007).

How important is the three questions proposed by Badaracco (1998) " who am I, who are we and who is the company" in relation to your workplace problem? It is through understanding of these three concepts that an organization can overcome or succumb to ethical issues facing it (Eikeland, 2007). For example, organizations with individuals that have build up their values to represent the interest of the organization; can have a distinct culture that helps it overcome its challenges. This is believed to be under the guidance of organization's code of ethics.

What are advantages of exposure of individuals to defining moments? It is apparent that personal ethics are strengthened by such moments (Stouten, Dijke and Cremer 2011). It is such moments that individuals are faced by ethical issues that application of leadership skills is vital.

Of the three framework of questions, the third questions " who is the company" can be viewed as the determinacy of how your workplace problem can be solve. Explain. This is a very crucial question to view when trying to solve any workplace problem. The focus is diverted from the point of individual values to that of the company. This way, the individuals in the organization view challenges emanation from the organization as ones requiring professionalism and leadership traits.

Gick (2003) argues that disposition or natural tendency to behave in a particular way towards code of ethics should be consistent. Why do you think this is vital? The contention is that people should be in a position to adapt ethical behavior to the prevailing ethical culture.

Why do you think that non compliance with individuals and organization to exhibit high moral and ethical standards in business decisions is the root cause of your workplace problem? According to Small (2011), compliance to a strict moral code enhance high moral and ethical behavior by people.

How can your organization mitigate the tensions between your code of ethics and relationship with external stakeholders? According to Badaracco (1998), mitigation of the tensions between code of ethics and the relationship with external stakeholders should involve individuals supporting organization's code of ethics even when they are against their beliefs (Svensson and Wood 2008).

What would protect employees from conflict of interests when dealing with third parties? According to Bowen et al (2007), concept of professional codes of ethics plays a part towards this effect. However, this should be guided by the focus of organization's code of ethics.

Second scenario: Taofiq raimi

The decision to pay \$25, 000 to a facilitator might not have been easy especially considering that the contract is without a mobilization fund release from the client. How have discussions by Badaracco (1998) Gick (2003) and Small (2010) on personal ethics and their relationship to organizational and social ethics inform your problematizing process?

How important is the understanding of the as well as right versus wrong as

well as right versus wrong? This concept is argued to be crucial especially to organization leaders when making decisions (Posner 2010).

Do you see your private values to influence the decisions you make in relation to your workplace problem? Although this is related to your workplace, Small (2010) held that the person seeking a good life would have to demonstrate moral virtue (p. 837). In this regard, private values can be used to develop ethical character, which constitutes to an ethical leader (Gick 2003).

How might you perceive the practice of offering IFPB as it relates to your own values of honesty, uprightness, rightness?

Of what importance is knowing “ who you are” as far as your workplace problem is concerned? According to Barley and Kunda, 2000, manager’s ideas, philosophy and ethical belief constitutes to growth of an organization. The realization of organization’s mission and vision, workers are able to focus on them through social power in decision making (Weber 1993).

In relation to your workplace problem, how important is the requirement for managers to be ethical leaders? How important is this in relation to company’s internal and external relationships? It is apparent that an organization like yours might encounter ethical issues with government, society and the global community.

What is the importance of considering the application of wisdom, prudence, persuasion, lobbying and negotiation (Stouten, Dijke and Cremer 2011) in the practice of IFPB instead of a total condemnation?

In what ways can you address issues of tension in relation to your workplace based problem? Application of concepts advocated by Small (2010) may be

important for you as a manager to know how to navigate turbulent waters which ethical issues like IFPB brings to the fore. A combination of private life values, professional lives as well as a corporate leader may be termed as some of the best concepts to incorporate in order to solve your workplace problem (McDonald 2010).

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