

Giving Voice To Values Babson College

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how can you effectively stand up for your values when pressured by your boss customers or shareholders to do the opposite drawing on actual business experiences as well as on social science research babson college business educator and consultant mary gentile challenges the assumptions about business ethics at companies and business schools she gives business leaders managers and students the tools not just to recognize what is right but also to ensure that the right things happen the book is inspired by a program gentile launched at the aspen institute

with yale school of management and now housed at babson college with pilot programs in over one hundred schools and organizations including insead and mit sloan school of management she explains why past attempts at preparing business leaders to act ethically too often failed arguing that the issue isn't distinguishing what is right or wrong but knowing how to act on your values despite opposing pressure through research based advice practical exercises and scripts for handling a wide range of ethical dilemmas gentile empowers business leaders with the skills to voice and act on their values and align their professional path with their principles giving voice to values is an engaging innovative and useful guide that is essential reading for anyone in business

giving voice to values under the leadership of mary gentile has fundamentally changed the way business ethics and values driven leadership is taught and discussed in academic and corporate settings worldwide this book shifts attention to the future of giving voice to values gvv and provides thought pieces from practitioners and leading experts in business ethics and the professions on the possibilities for sustaining its growth and success these include the creation of new teaching materials reaching different audiences and expanding the ways in which gvv is making a difference in classrooms and the workplace and acting as a catalyst for organizational and societal change the book closes with a reflective chapter by mary gentile looking back at where gvv has been and looking ahead to where gvv might go

the complexity facing today's organizations calls for a rethinking of leadership the world is facing grand challenges for people and the planet leaders and employees bear the responsibility of formulating strategies grounded in strong values these strategies aim to foster the growth of sustainable organizations and promote ethical work practices this book gives voice to values based leadership and provides a method for leaders to develop a values based organizational culture values play a role on many levels in how we work as individual leaders in teams and in organizations and in how organizations approach societal challenges values can be a compass or orientation point giving direction for decisions and actions awareness of values can make organizational responsibilities clearer and give a sense of meaning to work and help leaders to create organizations where corporate moral and social values are embedded at every level this book gives insight into a scandinavian values based leadership model built on the institutional leadership tradition it provides processes and practices that leaders can use to develop organizations where values are continuously nurtured the book provides practical ideas of how leaders can work on becoming conscious of both the organization's explicit and implicit values as well as working on the direction of the organization and its broader organizational culture this book will be an invaluable resource for both practitioners and graduate students interested in leadership and

organizational development

giving voice to values as a professional physician provides students with the theoretical background and practical applications for acting on their values in situations of ethical conflict it is the first medical ethics book that utilizes the giving voice to values methodology to instruct students in medical ethics and professionalism in doing so it shifts the focus of ethics education from intellectually examining ethical theories and conflicts to emphasizing moral action each section of the book explains how moral decision making and action can be implemented in the healthcare arena medical ethics cases are provided throughout in order to assist students in giving voice to their values and developing skills for professional action the giving voice to values methodology and the cases in this book do not focus on the big questions of academic ethics but rather on the ethics of the everyday even if the challenges presented are difficult in other words the ethical questions students will have to face in this book and in medical education and practice are about how to interact with others whether they be patients or colleagues who might have different ethical positions the book provides a unique guide for professional identity formation and the teaching of ethics in medical schools

please note this is a companion version not the original book sample book insights 1 the approach to voicing and acting on our values described in this book attempts to build on the same principle of moving with our momentum and energy rather than fighting against them we try to identify both the times when we want to act in accordance with our highest moral values and the reasons why we feel that way and then we focus on building the confidence and skills necessary to do so 2 the first assumption is that most people want to find ways to voice and act on their values in the workplace and do so effectively we focus on the fact that not everyone wants to behave ethically but instead start from the assumption that most people do want to voice and act on their best values 3 the idea that no one is ethical is a thought experiment that can be turned around and used to conclude that no one is unethical this conclusion can be the foundation for building the muscle for more frequent and more effective values driven actions 4 the giving voice to values approach to values conflicts is that of an individual learning a new physical skill or sport it involves breaking down values driven scripts and actions into their component parts and practicing them in cooperative and lower stress situations

this edition of research on professional responsibility and ethics in accounting explores many aspects of professional responsibility and ethics in accounting including giving voice to values whistleblowing earnings management and materiality

annotation this text is aimed at teaching business students the near term skill set required around what to say to whom and how to say it when the manager knows what he or she thinks is right when an ethical breech occurs but doesn t feel confident about how to act on his or her convictions this overlooked but consequential skill set is the first step in building the ethical muscle

there has been much written on the importance of responsibility accounting and integrated reporting to ensure business accountability but not on how to be a responsible accountant as the accounting profession is built on the foundation of maintaining public trust making the right decisions when faced with a challenging dilemma has a major impact on the long term performance and perception of the firm as well as personal credibility accountants make judgement calls on a regular basis they are privy to highly confidential information regarding their clients and their clients businesses unethical earnings management practices can easily lead to falsifying records but how does the accounting professional avoid succumbing to these practices when faced with other pressures giving voice to values in accounting is the first book to explain the ethical dilemmas faced by accountants in their day to day work and to provide clear guidance for accounting students and professionals in navigating through these issues the giving voice to values gvv framework focuses on resolving ethical conflict by encouraging individuals to act on their values this book provides accounting educators coaches trainers and professionals with both the impetus and the tools to easily implement the gvv offering into their own work their organizations and in the classroom

as americans wrestle with debates over traditional values defense of marriage and gay rights reason often seems to take a back seat to emotion in response legal scholar richards reflects upon the constitutional and democratic principles relating to privacy intimate life free speech tolerance and conscience that underpin these often heated debates the distillation of richards s thirty year advocacy for the rights of gays and lesbians his book provides a reflective treatise on basic human rights that touch all of our lives he places in context two key supreme court cases the 1986 bowers v hardwick decision and the 2003 lawrence v texas decision which overturned it drawing upon his own experiences as a gay man richards interweaves personal observations with philosophical political judicial and psychological insights to make a case that gays should be entitled to the same rights and protections that every american enjoys from publisher description

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