

The University of Toledo Center for Continuous Improvement

BUSINESS ETHICS AND VALUES: PART I AND PART II

Program Overview

The purpose of this seminar is to show the importance of values and ethics in a leader. This involves exploring the four main philosophical approaches to ethics and discussing how they can benefit a leader in ethical decision making. It also involves gaining an understanding of what moral leadership is and what a leader's responsibility is for ethical behavior.

To accomplish this, participants will study the importance of ethical behavior in a leader and the impact this has on both the organization's future and the leader's reputation. This study involves identifying the ethical vs. the unethical leader, the levels of personal moral development of successful leaders, leader-follower relations: authoritative, participative, stewardship and servant and the relationship between the moral virtues of integrity and courage in a successful leader.

Participants will learn to identify and apply the four basic questions of ethics from the four main philosophical approaches to ethics, including deontology/the rights lens, utilitarianism/the results lens, justice/the relationship lens and virtue/the reputation lens.

Program Objectives

This workshop seeks to challenge participants to discover their own core values and how those values shape how they think. It will help participants move beyond emotional reactions to ethical reflection by teaching them to explain their reasoning by applying the four theoretical perspectives to issues facing them as people and as business leaders. Participants will learn to:

- Explain their responses to an event from the four theoretical perspectives
- Understand the purpose for applying philosophies to management
- Discover core values and reason through the process of choosing one value over a conflicting, but equally good value
- Develop ethical maturity to enhance their leadership effectiveness
- Convincingly present their ethical point of view to others in order to jointly serve their companies, protect their careers and improve society

If you wish to tailor this program for onsite training at your company, please contact Carrie Herr, the Director of CFCL, by calling 419-530-2037 or via email at carrie.herr@utoledo.edu.

Program Agenda

Part I: 4 hour session

1. Ethical Predisposition Inventory Questionnaire
2. Overview Presentation on Business Ethics
3. Group Exercise One
4. Group Exercise Two
5. Individual Exercise One

Part II: 4 hour session

1. Review Summary of Business Ethics Part I
2. Group Exercise Three
3. Group Exercise Four
4. Individual Exercise Two
5. Explanation of the Inventory Questionnaire

About the Instructor

Frederick Post, J.D., M.B.A., is an Associate Professor in the Department of Management at the College of Business and Innovation. He maintained of-counsel status with a local law firm until the end of 2004 when he retired from the practice of law after a 30 year career. At that time, Dr. Post changed occupations and became a full-time college professor. His long career as a labor and employment law attorney representing management involved litigating Employment Discrimination lawsuits, directing elections in union organizing campaigns against all of the major private sector international unions, serving as chief negotiator in labor contract negotiations and representing management in labor arbitration litigation and unfair labor practice litigation before the NLRB and the Courts. During his legal career, Dr. Post spent several years on the teaching faculty of the Ohio State Bar Association teaching labor law to Ohio lawyers. He prepared three extensive seminar manuals Stage I – The Union Organizing Stage, Stage II – The Collective Bargaining Process from a Management Perspective and Stage III – Living Under a Union Contract. He later presented these seminars to employer representatives through the auspices of the Employers Association of Toledo.