Values and Leadership

Food for Thought

Over the years we have seen loved and respected leaders called out for actions we didn't think possible. Great leaders abusing their power for years without consequence. I have found myself wondering how these actions went on for so long. How did leaders have the room to behave this way and why didn't they get caught sooner?

We've all faced times, at work, and in our broader lives, when we have had questions about the actions of our leaders. Maybe we didn't know how to speak up or what to say. Would anyone listen? Would someone get hurt in the process? For all these reasons, we may not have felt equipped to act on what we believe is right. This is a difficult spot to be in. Organizations have a responsibility to create a culture of safety, where there are structures and policies in place that enable people to come forward when they have seen or experienced an abuse of power. No matter how powerful or popular, people are prone to error; it's in our DNA. This emphasizes the importance of creating an environment that sees these errors and holds people accountable.

In the News

Ten lessons from fallen leaders
There are lessons to be learned from stories of fallen leaders that can help protect against abuses of power. Take steps to identify and acknowledge what may blind us from wrongdoings. Set boundaries that protect people and foster accountability at all levels of the organization.

How to prevent the next evangelical leadership scandal
After witnessing how crises can engulf an organization, this public relations professional is warning organizations that there is more to be done than cleaning up the aftermath from misuse of power. "We must fight to prevent it from taking root in the first place."

How to encourage employees to speak up when they see wrongdoing
Defining what is right and wrong is only one part of creating an accountable culture. You must also enable action against wrongdoing. Creating a culture of safety, providing the right tools, and giving employees a voice can help safeguard against abuses of power before they create devastation.

The 1 thing you need to know about how power changes you as a boss
"When people gain power, they become less empathetic to those they lead, even if they were highly empathetic and generous to begin with." This *Inc.* article explores what can happen to leaders when they gain power and measures they can put in place to protect against empathy shutdown.

Recognizing a toxic work culture before you get in too deep
Some signs of a toxic work culture are obvious, others are not. Watch for subtle cues so you can
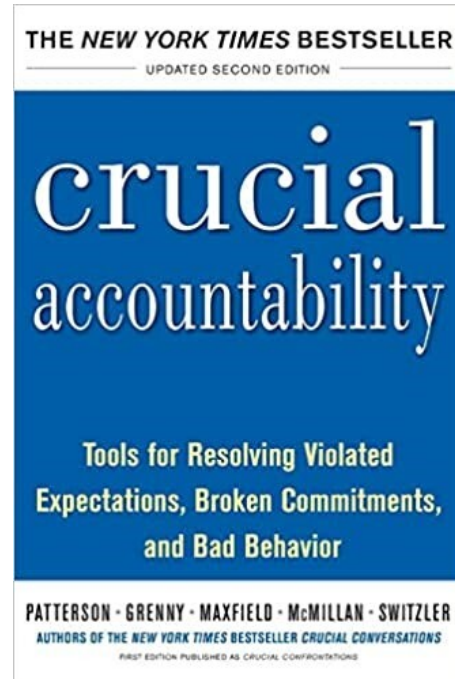
take steps to change it. "Unfortunately, toxic work cultures are not as uncommon as we'd like to admit."

From our Shelves

In this follow up book to *Crucial Conversations*, *Crucial Accountability* offers tools and practical advice to help improve relationships both personal and professional. This book helps motivate accountability through a multi-stage approach to having the hard conversations.

Crucial Accountability
Patterson, Grenny, Maxfield, McMillan & Switzler
McGraw-Hill Education (2013)

THE *NEW YORK TIMES* BESTSELLER
UPDATED SECOND EDITION

crucial accountability

Tools for Resolving Violated Expectations, Broken Commitments, and Bad Behavior

PATTERSON · GRENNY · MAXFIELD · McMILLAN · SWITZLER
AUTHORS OF THE *NEW YORK TIMES* BESTSELLER *CRUCIAL CONVERSATIONS*
FIRST EDITION PUBLISHED AS *CRUCIAL CONFRONTATIONS*

2-333 VAUGHAN STREET • WINNIPEG, MANITOBA • CANADA R3B 3J9 • PHONE: (204) 957-2412
WWW.SALVATIONARMYETHICS.ORG

Above are articles and items in the news that we've come across that are themed to organizational leadership, values and ethics.

Please forward this to anyone else you think might be interested - there's a link below to do so. And should you come across an article of interest, we'd be happy to hear from you and look at including it in a future feed.

©2021 Ethics Centre | www.salvationarmyethics.org

Web Version   Preferences   Forward   Unsubscribe