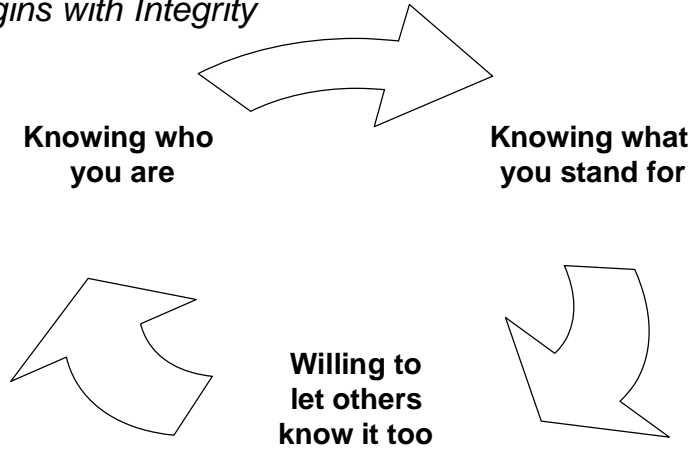

Searching for Excellence through Ethics and Values

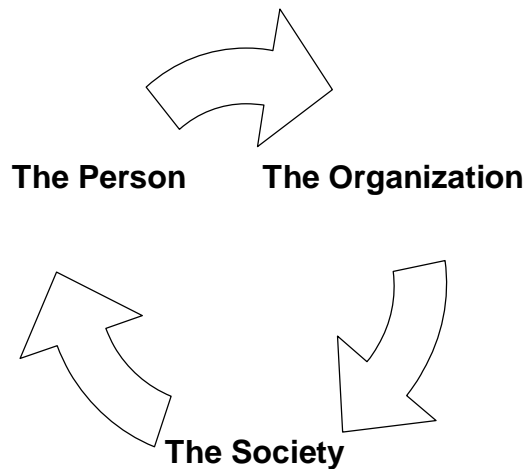
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People and Organizations

n Begins with Integrity



Relationships



"Searching for Excellence through Ethics and Values"

Ethical Traits

List as many words as possible to describe an ethical person, organization, and society....

Person	Organization	Society

"The trick is not the living, Jackie. The trick is the living with yourself, forever."

-Keith Richards as Jack Sparrow's father,
"Pirates of the Caribbean 3, At World's End"

Authenticity

n “conforming to fact and therefore worthy of trust, reliance or belief”

q *The American Heritage Dictionary*



Are You a Fair-Weather Friend or a Friend for Life?

According to Salvatore V. Didato, Ph.D., in his "Big Book of Personality Tests": "As creatures of habit, we live best when linked to others in some meaningful way. Finding friends in a hurried world isn't easy. But when you get down to it, it's not a matter of finding a friend as much as it is a matter of being one. What we do, say, and think about others can either help or hurt our ties with them."

#	Consider these statements	True	False
1.	My friends seldom seek my advice on personal matters.		
2.	It usually takes a long while for me to forgive someone who has offended me.		
3.	I have often been described as touchy and oversensitive.		
4.	I belong to at least one volunteer group (civic, religious, etc.)		
5.	I would never become the business partner of a personal friend.		
6.	I agree that when the chips are down, most friends will put their own interests ahead of yours.		
7.	I'm more cautious than most people in relying on the judgment of others.		
8.	I feel uncomfortable when a friend entrusts me with a secret.		
9.	I often find it hard to confide my intimate feelings to friends.		
10.	I can become so absorbed in my own projects that I sometimes don't miss losing contact with intimate friends.		
11.	I become annoyed, more so than most others, when a boss gives me an order.		
12.	I don't think I would continue to befriend someone who associated with an enemy of mine.		

Scoring:

A score of 9-12 points: You are probably a very good friend. You show a caring and trusting attitude toward others. You would extend a hand of friendship before it is offered to you.

A score of 5-8 points: You have average capacity to be a good friend to others. For the most part, you are happy with your friends, but you continue to seek others who will enhance your life.

A score of 0-4 points: You have difficulty keeping friends. You have a subjective view of people, which hinders you from giving yourself to them. You might want to ask yourself, "Am I really happy?" If your answer is no, start on a self-improvement program now!

The Workplace Connection

- n Communication
- n Accountability
- n Diversity
- n Balance
- n Social Responsibility

Communication

- n Be candid with employees
 - q About future prospects; good and bad
 - q About layoffs or reductions in force
 - q About the need for new skills
- n Encourage candid feedback

"If [employees] are kept out of the picture...rumors and fear proliferate. When the first wave of layoffs comes, the cuts will seem arbitrary and ruthless."

*Lesley Write and Marti Smye,
Consultants and authors of Corporate Abuse*

Accountability

- n Hold the organization accountable by serving
 - q Customer information needs
 - n Transparency about legal and regulatory claims
 - n Product information
 - q Worker information needs
 - n Security and stability
 - n Health and safety
 - q Community information needs
 - n Ownership and financial data
 - n Impact on community infrastructure

Diversity

- n Respect cultural differences
- n Assess the company's culture by surveying staff
- n Test policies
 - q Favoritism to one group?
 - q Will it contribute to everyone's success?
 - q Will it give one group an advantage over others?
- n Guarantee fair treatment

Balance

- n Make the workplace family-friendly
- n Cast off the myth that work is separate from the private life
 - q 24 hour “touchability”
 - q Exploit mobile technology

Social Responsibility

- n Civic participation
 - q Encourage voting and jury duty
- n Encourage volunteerism



Thank you for attending!

Remember: People don't care how much you know until they know how much you care...