

Bob Woolverton, Leadership Speaker & Trainer

e: Bob@bobwoolverton.com

Keynote:

“Fired Prevention – Ethical Decision-Making in the Workplace”

Abstract:

Are we hiring bad apples? Or are we hiring good apples and causing them to spoil in a rotten barrel?

Many employers believe employees learn their ethical values from their family, faith, school, and previous employers. However, an important consideration – in all industries is that the young people we hire are at an early cognitive moral development stage and will need continuing ethical guidance long past probation.

Most adults, especially young adults, are NOT guided by a strict internal moral compass. Instead, they look outside themselves – to their environment – for cues about how to think and behave, especially in the workplace.

Therefore, even firmly held individual ethical values can be adversely influenced by organizational culture, influencing employees into behaviors they would never consider absent such organizational influence. Raising the question; did we hire a bad apple, or was a good apple spoiled by a rotten barrel? (i.e., a work environment that unknowingly encourages unethical behavior or merely allows it to occur.)

Testimonials:

I used the management techniques and supervisory style I learned from Bob to advance my career with great success, resulting in a senior executive role leading a national team. I still discuss management philosophy with Bob often.

- Edward Hopkins, V.P., Head of Corporate Security, Garda World

Learning Objectives:

- Students will understand that business ethics is essentially about human behavior. The how and why people make decisions in the workplace and why they sometimes... make career-ending decisions.
- Students will be able to recognize “red flag” warnings in employee conversations and performance that are precursors to career-ending events. Sometimes those events are career-ending for the employee or the executive, and often – for both.
- Students will be able to apply an eight-step process to evaluate ethical considerations in determining appropriate disciplinary actions.
- Students will be able to apply both Prescriptive and Descriptive approaches to ethical decision-making in the workplace.

References:

- Brian Trendler, Owner PNAw, LLC., email: profnetassoc@gmail.com 425.420.6513
- Marcelle Allen, Co-Owner LAF Tech, email: allenmarcelle@gmail.com 360.420.9966

Want to learn more about Bob? www.BobWoolverton.com

