

CHRISTOPHER KOLADE
CRLE
At LAGOS BUSINESS SCHOOL

Leadership and Ethics News Around the World

In line with our vision of sharing knowledge that improves the way managers lead and live in Africa and the world, we bring you a section of interesting headlines relating to Leadership and Ethics in the global community.

Inform



Why Culture And Ethics Are More Important Than Ever

It is easy for employers to regard the much-discussed Great Resignation as a straightforward example of already in-demand knowledge workers realising their value and moving around for better wages and benefits. If you go along with this assumption, the obvious response is to grit your teeth and raise your own offer. And it has been the stock response to all the labour shortages that have oddly suddenly erupted as the world attempts to return to some sort of normality in the wake of the pandemic. No wonder economists and other labour market analysts are confused. One would have thought that, after months of being furloughed or out of work altogether,



Creating a Meaningful Corporate Purpose

In 2015, shortly after I became chairman of Best Buy (in addition to being the company's CEO), I decided to visit all board members. I headed to Michigan to sit with Patrick Doyle, who back then was the CEO of Domino's Pizza, and one of his colleagues. The most memorable moment of that visit, which also turned out to have the biggest impact on Best Buy, was a question from Patrick's colleague at the end of our discussion. He asked me, "Have you watched Simon Sinek's TED Talk about how great leaders inspire action?" I had to admit I had not. Shortly afterward, I did watch it. As Sinek put it, "People don't buy *what* you do; people buy *why* you do it."

workers would have been anxious to return on almost any terms.

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Building an Ethical Company

People don't enter the workforce with a fixed moral character. Just as employees can nurture (or neglect) their skills and abilities over time, they can learn to be more or less ethical. Yet rather than take a long-term view of employees' moral development, many organisations treat ethics training as a onetime event, often limiting it to the onboarding process. If they do address ethics thereafter, it may be only by espousing codes of conduct or establishing whistleblower hotlines. Such steps may curb specific unethical actions, but they don't necessarily help employees develop as moral people.

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Value for money: The changing dynamics of ethical investing

In June 2020, e-tailer Amazon set up a \$2 billion fund for investments in technologies that'll help companies reduce carbon footprint and become net-zero in carbon output. The fund is another step the company has taken after experiencing employee dissatisfaction over its heavy environmental footprint. Amazon also launched a new website, where anyone, including investors, customers, and employees can track the company's sustainability commitment progress.

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Emulate



Students develop biosecurity plans for Nebraska cattle producers

Working with the Great Plains Veterinary and Educational Center near Clay Center, the three University of Nebraska–Lincoln students assisted producers by developing operation-specific, secure beef supply plans to safeguard livestock and the economic health of the operations.

The project, which protected nearly 850,000 head of cattle under Secure Beef Supply plans, was completed by students Neligh Andersen, Tatiana Jones and Ashtin Kaumans.

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Inculcate



American CEO surprises employees with \$10,000 and two first-class tickets to celebrate billion-dollar deal

In a bid to express gratitude towards her employees, Spanx founder and chief Sara Blakely surprised them by offering two first-class tickets and \$10,000 to spend on their trip.

Blakely of the American shapewear company recently celebrated the company's new \$1.2 billion valuation, after the investment giant Blackstone purchased a majority stake. Blakely expressed her gratitude for 21 years of success crediting all her staff and reminiscing about days "everyone laughed" at her as she pledged that her company would one day be worth \$20 million.

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Want Hybrid Work to Succeed? Trust, Don't Track, Employees

The COVID-19 pandemic made remote work more the norm than the exception, and now many companies are struggling to map out a hybrid plan that both managers and employees can embrace long term.

With return-to-work policies in flux, this is "a fragile period" in which business leaders may feel tempted to revert back to the old status quo of office life, but it could be a mistake to impose a pre-pandemic mentality on a post-pandemic reality, says Harvard Business School Professor Tsedal Neeley. She has been studying remote, virtual, and global work for more than two decades.

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How to Reframe What Work Means to You

Our society often conceives of work as something we must endure so we can afford to do something else. The former CEO of Best Buy explains why this view has led to a crisis of engagement among leaders and employees alike, and offers a different model that he introduced during his tenure: No matter our jobs, we can and must choose to approach work as an essential element of our humanity, a key to our search for meaning as individuals, and a way to find fulfillment in our life. With this point of view come three steps for business leaders: 1) They must find their own personal purpose; 2) They must lead their employees to do the same; and 3) They must help their employees to connect their own personal missions with the larger purpose of the company.

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Empower



How to Set a Hybrid Work Schedule That Works for You

Many organisations are beginning to transition back to the office, offering employees the flexibility to balance both in-person and remote work options. But with such flexibility can come confusion. How do you know what in-office days to request?

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How The Fair Labour Association Promotes A Living Wage For Workers

Especially in the wake of the pandemic, all global brands and retailers need to do more to address gross deficiencies in wages and other forms of compensation for the workers in their supply chains who are crucial to their financial success.

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Upcoming Programmes

ONLINE PROGRAMMES

Positive Leadership in a Corporate World

This online course will provide you with the knowledge you require to help you develop positive leadership skills in a volatile and challenging business environment. At the end of the course you will be able to:

- Discuss different leadership orientations
- Analyse ways of developing positive leadership skills to improve effectiveness
- Design strategies to engage your teams for enhanced productivity
- Create a conducive engagement strategy to keep teams on task

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ONLINE PROGRAMMES

Improving your Decision-Making Skills

This online course will equip you with the knowledge required to develop your decision-making skills in today's world. At the end of the course, you will be able to:

- Understand the context of a decision
- Analyse and generate options for solving problems
- Evaluate said options
- Choose the most plausible option that will help make an informed and rational decision
- Collect feedback on your solution to determine the effectiveness of your decision

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Call for Papers

Corporate Social Responsibility And Covid-19 Global Crisis: Managerial And Financial Perspectives In Developed And Emerging Countries



The effects related to Covid-19 can be more important than any other global crisis in living history and its impacts on financial and managerial practices could be significant. Accordingly, the need for research insights in order to develop and enhance stakeholder theory, institutional theory and resource-based perspectives (RBP) in the context of international crises is of great importance. Moreover, the extraordinary financial transactions (e.g., mergers, acquisitions, consolidations, de-mergers) should be revisited and tied with CSR principles, and in turn, the impact of CSR on company performance (on different levels) should also be re-evaluated.

Submissions for the special issue will be open between 1 July 2021 and 31 December 2021.

For more information, click [here](#).

Events



2021 ANNUAL HUMANISTIC MANAGEMENT CONFERENCE

Our 2021 conference will take place online, centred on the contributions of our Chapters from around the world. The theme is Solutions.

We all use the word solution numerous times on any single day and yet we may not always have a clear view on what actually is a solution. We want to hire solution-oriented people to join our organisations; we want politicians to offer solutions to the challenges we face; we want businesses to provide products and services that deliver solutions; and we ourselves want to feel productive by developing and implementing solutions. But who will be able to derive meaningful benefits from those solutions? Who determines what resources are provided for solutions geared towards maintaining the status quo versus those challenging it?

Register [here](#)



Succeeding in the E&C Profession

The E&C profession is evolving in both exciting and challenging ways. The field is increasingly endeavoring to attract a diverse set of skills, qualities, competencies and aspirations. The theme of October's Best Practice Forum is how to succeed in the E&C profession.

By attending the forum you'll learn about:

- The knowledge, skills, abilities, education and certifications that support successful E&C careers
- The current job market for E&C leaders and professionals and how it is projected to change in the next three to five years
- How senior E&C leaders can best position themselves for Board-level director positions
- ECI resources available today that help E&C professionals build successful, enduring and rewarding careers

For more information, click [here](#)

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