

CHRISTOPHER KOLADE

CRLE

At LAGOS BUSINESS SCHOOL

Leadership and Ethics News Around the World

Season greetings dear readers. 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



The developing world can't access vaccines: Is it ethical to mandate them for international travel?

This year's COP26 Climate Change Conference included a large volume of programming on climate justice, and the crisis' effect on the poorer parts of the world. Yet, many would-be participants from those countries couldn't even get to the conference. Campaigners complained of the event being the "whitest and most privileged ever" as residents of the global south were unable to travel to Scotland, largely due to their inability to show proof of vaccination—not because they don't believe in vaccination, but because shots, quite simply, were not available to them.



Are ESG ratings actually measuring how responsible a company is?

Bloomberg estimates that more than \$35 trillion dollars—\$1 of every \$3 in global stock funds—are invested in ESG funds.

That is an impressive sum. But after more than a decade of use, there is mounting evidence that ESG ratings are seriously flawed and not particularly useful for their intended purpose. In some cases, they might even be highly misleading. But despite researchers and industry analysts questioning the concept, financial websites, ratings agencies, and investors are still fully committed to the idea.

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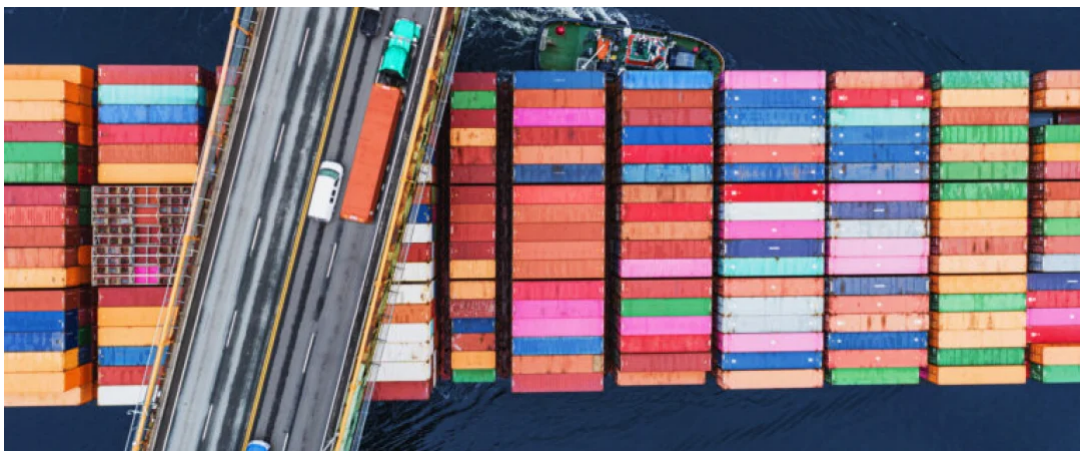


Research: How Ranking Performance Can Hurt Women

When it comes to gender equity in the workplace, many organizations focus largely on hiring more women. But to achieve more equitable representation, it's also critical to examine disparities in how employees are evaluated and promoted once they're on board. In this piece, the authors discuss their recent research on this topic, which found that competitive evaluation systems in which employees are ranked against one another can cause men to perform better and women to perform worse (on a task for which their performance would otherwise be roughly the same). They suggest that this likely stems from deeply-ingrained stereotypes that lead men to believe they are better than women in competitive environments, and that lead women to prioritize avoiding harming others.

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Emulate



Building Global Sustainability with the Power of Partnerships

Global change begins at the local level. For emerging entrepreneurs anywhere, scaling innovation depends on finding connections beyond their reach or field of expertise. With the creative fuel of funding and a network of like-minded partnerships, these entrepreneurs are bringing their innovations to life—

changing the future of energy, sustainable living, and manufacturing and the supply chain—from one location at a time.

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Inculcate



3 Small Ways to Be a More Inclusive Colleague

Already a hot topic, creating an inclusive workplace has become even more critical for organizations seeking to attract and retain talent, and enhance productivity. Historically, companies have focused on putting in place organizational diversity policies. More recently the focus has shifted to inclusive leadership and the powerful role played by leaders in setting the tone, modeling inclusive behaviors, and calling people to account. Both of these strategies are critical, but they overlook the significance of peer relationships.

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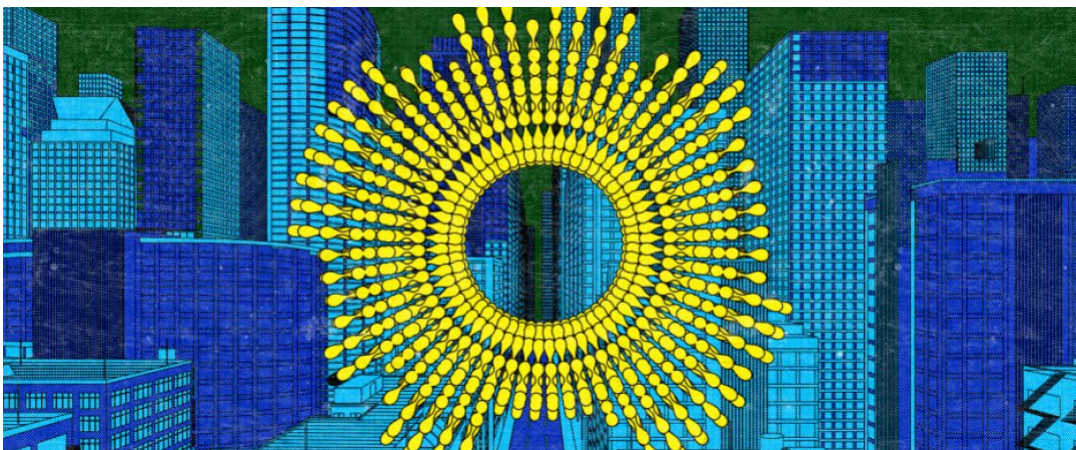
Customer loyalty strategies for promoting informal sales revenue (II)

The scarcity of a product in circulation is linked to limited knowledge of the product, restricting the customer's scope for bargaining.

By the law of demand and supply, an inverse relationship exists between the availability or supply of a product and its price, other things being equal. Higher product prices leave little room for customers to enjoy flexible negotiation terms with respect to the item they seek to purchase.

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Empower



How cooperative gig economy companies managed to flourish during the pandemic

An economic development arm of the city brought people together—shopkeepers, students, urban planners, a union of food delivery couriers, the local library system—and interviewed them about what they needed in the pandemic, and how a business could fit into their needs. From their responses, the city helped create a platform co-op—a version of a cooperative, where workers are also part owners of a company, that uses a website, app, or some other kind of online platform to sell its services.

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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

6th Biennial Conference of the African Academy of Management - Cairo 2023



As we usher in a new decade, our nations, institutions, and communities are facing grand challenges that include the impact of climate change, corruption, poor governance, persistent inequality, and political instability which

collectively, define the context of management education and practice. In considering the theme of management praxis through the lens of sustainability, responsibility, and ethics, our aim is to explore answers to questions such as:

What role does management education play in preparing responsible and ethical leaders?

How are African institutions and organizations responding to, and preparing for, the realities and challenges of climate change and other grand challenges?

How can African countries and communities become resilient in the face of the volatile, uncertain, and complex environment in which we are living?

How are different types and sizes of businesses in the continent responding to, and mitigating against climate change? How are they engaging their various stakeholders in their sustainability efforts?

In what ways can leadership development help to prepare responsible ethical leaders?

How is sustainability and ethics reflected in public policies in Africa? How can public policy initiatives advance sustainability in management education and practice in the continent?

What is the role of African leaders and managers in addressing inequalities based on gender, ethnicity, class and sexual orientation? How can management help governance in Africa through leadership, values, ethics, and culturally-appropriate practices to transform the African enterprise?

Paper, Symposia, and PDW Submissions - January 30, 2022 - April 30, 2022.

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

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](#).

Upcoming Event



Advancing Research Capacity of PhD and Early Career Academics in Nigeria

Research capacity is a must have skill set for aspiring academics. Christopher Kolade Centre for Research in Leadership & Ethics (CKCRLE), Lagos Business School, in conjunction with the Research Department, Lagos Business School, sponsored by the Society for the Advancement of Management

Studies (SAMS) UK, bring you this transformative opportunity to be part of a three-day intensive workshop on current management research methods. Due to Covid restrictions, the physical classroom can only take 30 participants who will be presented with certificates at the end of the programme.

Date: Monday 17 Jan - Wednesday, 19 January 2022

Time: 8.30 AM- 5PM daily

Register [here](https://bit.ly/CKCRLEResearchWorkshop22) to be part of this unique opportunity.

Join us on our social media platforms



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