

# CHRISTOPHER KOLADE

# CRLE

## At LAGOS BUSINESS SCHOOL

## Leadership and Ethics News Around the World

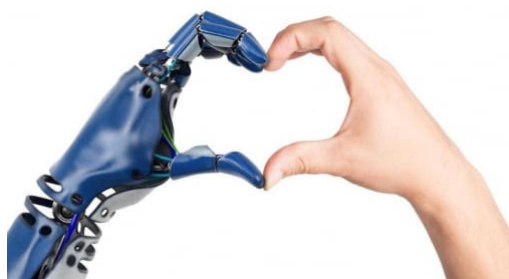
Greetings dear readers. In line with our vision of sharing knowledge that improves the way managers lead and live in Africa and the world, we bring you a section of interesting headlines relating to Leadership and Ethics in the global community.

### Inform



#### How To Make Difficult Decisions?

The other type is a little bit more difficult to deal with. These are decisions that require more complex and subjective decision-making. Sometimes these will be decisions that will affect people's lives – the people within our organization or our customers, and they might mean making some of them unhappy. With these decisions, there may not be an objectively "right" solution – and getting to the "best" (or, perhaps, "least bad") solution might require examining issues of morality, ethics, and personal values. This is the premise of a book I recently read, written by Eric Pliner, the



#### I Am Not A Robot: Restoring Humanity And Authenticity In The Workplace

In our daily interactions, especially within social media, there's a real struggle to maintain our humanity. I mean that both literally and figuratively.

In the literal sense: what's a bot and what's not? The struggle to maintain our humanity is a struggle to identify which social media accounts are literally human. And even if they are human, are they who they say they are?

One of Elon Musk's supposed goals for Twitter is that he wants to "authenticate all

CEO of the international consulting group YSC Consulting. Pliner was good enough to agree to join me on a webinar to discuss the practical approach he has put together for tackling these tricky, subjective, and often very human decisions.

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real humans,” as reported by MSN. For now, no detail is offered about how he would accomplish that. Does that mean requiring real names, forms of identification, links to credit card accounts? The specifics could get ethically thorny.

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### **Six Critical Behaviors Restricting High Performance In Your Team**

Many times, owing to a poor level of self-awareness, you don't think you could be the clog in the wheel of your team's high performance. It takes an honest self-assessment to reveal that the person you see in the mirror could be the biggest challenge on your team. It is sometimes described as unconscious incompetence a situation where you not only don't know the right thing to do, but you're also unaware that you don't know that you are falling short in the first place. You need to first identify the counter-productive actions before you figure out a way to correct them.

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## **Emulate**



**How Do I Become an Intrapreneur?**

An aspiring leader learns how intrapreneurship can help him achieve his career goals.

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## Inculcate

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### When Trust Takes Away from Effective Collaboration

Leaders should be aware of a counterintuitive risk of trust: A strong emphasis on trust can lead to inertia, as employees might prioritize *appearing* trustworthy over behavior necessary for good, collaborative decision making. For example, in order to maintain a perception of being competent and trustworthy, an individual might withhold information or share inaccurate information when things aren't going well.

The author has spent over a decade making research on collaboration usable for organizations ranging from scale ups becoming unicorns to incumbents embracing transformation. He explains how overemphasizing trust can hinder collaborative decision making and cause inertia and how leaders can strike the right balance between trust and progress.

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### Recognizing and Responding to Microaggressions at Work

Microaggressions, the insensitive statements, questions, or assumptions aimed at traditionally marginalized identity groups can happen to anyone, of any background, at any professional level. The research is clear about the impact seemingly innocuous statements can have on one's physical and mental health, especially over the course of an entire career: increased rates of depression, prolonged stress and trauma, physical concerns like headaches, high blood pressure, and difficulties with sleep.

Getting better at noticing and responding to microaggressions and at being more aware of our everyday speech is a journey, one with a real effect on our mental health and well-being at work.

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## Empower



## 1,053 world changing ideas to inspire a perfect day.

My affinity for smoothies has become a running joke in my house. They are often a vibrant, shocking green, thanks to a lot of spinach, kale, and avocado, and they always include a healthy scoop (or two) of protein powder, or as my daughter has called it, “gritty powder.” Late last year, though, senior writer Adele Peters wrote about how Perfect Day, a company devoted to replacing animal protein in dairy and other consumer products, had introduced an animal-free whey protein powder.

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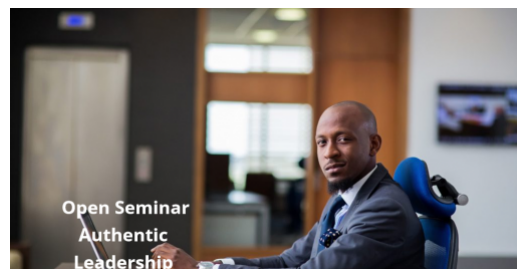
## Upcoming Programmes



### Women in Leadership

Women have become a dominant force in the workplace. Despite different challenges, many are rising to top management positions in the private and public sectors of the economy. Some have successfully broken the glass ceiling and others are aspiring to do so. As leaders, women have the responsibility to drive...

**Who should attend:** The programme is targeted towards: Women in senior



### Authentic Leadership

The volatile, uncertain, complex and ambiguous business environment presents unique challenges for organisations that want to ensure longevity. Today, the preeminent factor in ensuring long-term business survival is leadership: decisive, accountable and strategic leadership; people with the ability to create and sustain engaging business climates for harnessing the thoughts and..

management positions Women in top management positions in medium-sized businesses Professionals, consultants and owner-managers.

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**Who should attend:** This programme will benefit: Middle level managers, Senior managers and Executive leaders in public, private and non-governmental organisations.

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