

Behaviour of leader

Ethical leader show respect to all members of the team by listening to them attentively, valuing their contribution, being compassionate and being generous while considering opposing viewpoints

① Good behaviour & employee society
Acting in ways consistent with what society and individual typically think are good

E. behaviour tend to be good for business and involves demonstrating for key moral principle that include honesty, fairness, equality, dignity, diversity and individual right.

② Develop trust & respect
Business and their leader are under a microscope. How they act and interact with those around them professionally will have a significant impact on their ability to attract new talent and ultimately their bottom lines.

Ethical leader make a circle for every person in a Mgt position. This style of leading fosters an environment

respect
of trust and respect to workers and executives.

③ Define and align the morals

Treat other how you want to be treated, always says 'thank you', show they support to those who are struggling. The leader keeps an eye that what is universally accepted as good & true. They develop the ^{value} organisational culture.

A leader as an individual align that his priorities as a leader. Defining moral not express his authenticity, it's encourage the team to do the same, creating a shared vision for all workers.

④ Hire ~~those~~ ^{those} similar ethics.

A leader hire the people who have similar ethics and maintain through vision statement.

It is not possible that every person is fit for every company. People of every sex & gender.

orientation have different values. So they believe that they are unable to create a very diverse, respectful work culture and team, that is aligned around certain ideals. Nobody want to work for somebody who doesn't have there their values. It is not possible without mutual respect.

⑤ Promote open communication

A leader should be transparent and encourage feedback from the team. This helps the leader to become a better leader and help workers feel more confident sharing their idea or concerns.

leader create an environment for open discussion where open communication is encourage their idea view. ~~for~~ they explain why ~~at~~ certain things can or can't happen.

⑥ Beware of bias.

A human were instilled with subconscious belief that might be

MAR 2017

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outdated or affect offensive today
 Now a days the workforce is more diverse whether it be race, or sexual orientation/preferences, some unspoken biases are being called out. Leaders need to be look at themselves and be honest that may impinge on another person feeling comfortable

12

① Managing social emotional regulation (of our surrounding) and cultivating

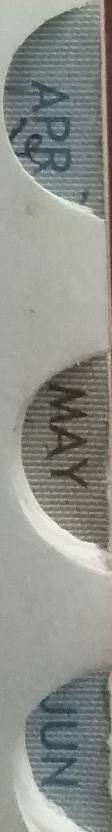
them, leader can build a team around them is accountable, trusting, proactive and passionate about their work and company mission.

19 Sunday

16.00

② Compassionate mgt (6:41)
 empathy is critical to great leadership, it is an "objective form of empathy". That is key to being more in touch a team.

Compassionate mgt involves taking the time to consider & understand people's stress so he can better equipped to take action. Unlike empathy, compassion create emotional (distance) giving leaders



~~emotional distance~~, giving leaders the ability to proactively assist another person. Being a compassionate leader can decrease team members stress levels and in turn, increase their productivity and effectiveness.

(a) Leaders adapt to change

Great leaders are able to quickly change course themselves and also help their team evolve with the organization. Adaptable people also tend to surround themselves with people of a similar mindset, establishing a culture of learning and risk taking. These types of leader tend to operate at their peak performance because they enjoy the process, continually push themselves and their teams forward and are not afraid of occasionally losing. They recognize that leadership is a life long learning.

⑩ Embracing a coaching mindset
 Studies have shown that employee development result are best achieved when a manager is not involved in the process. Managers who are able to take a coaching approach to leadership develop a partnership with their teammates and establish a shared vision for what need to do and how these goal will be achieved & create a relationship of trust and foster an environment of continuous growth.

⑪ Lead practice effective listening
 Great leaders know that listening can be more empowering than speaking. Effective communication skills are key to building trust with the team and getting them. Effective listening is a combination of both verbal and non-verbal that can be learned and practiced over time.

Research shows that only 25% efficiency of average people of listening

12) Cultivating an inspiring vision
 Effective leaders prioritize the creation of inspiring work environment that propels their teams to see beyond their perceived limitations and stop up to new challenge. They know that how to create a strong sense of community and belonging within their environment, regularly celebrate and reward achievement - and set standards for performance by modeling drive, initiative, taking and energy. As a result increase productivity and motivation. They live and breath the company mission and regularly communicate to their team mates. They inspire others to act by creating a strong shared sense of organisational purpose, hold their teams accountable for their own destiny, prioritize growth and problem solving skill and tend to be humble, compassionate and transparent.

Charismatic Leadership

Transformational quality which attract followers and inspire people to action. They are highly charismatic because they are capable initiating & maintaining a significant level of change in org, society and country absolute.

- ① Communication - extraordinary skill of communication
- ② Maturity - they don't believe in empty showmanship, but they draw on their wisdom and knowledge which they accumulated over the early years of life
- ③ Humility - they inspire great loyalty from their employees.
- ④ Compassion - compassion, integrity, honesty and fortitude are also qualities that successful leaders exhibit.
- ⑤ Substance - they must not only talk the talk but walk the talk. Charon gets their face time and substance close to deal.
- ⑥ Confidence - they understand themselves well and do not try to be anyone else.
- ⑦ Positive body language - warm, open and positive body language.
- ⑧ Listening skill (Effective listening to avoid any confusion)
- ⑨ Self monitoring - Analyse their own work, evaluation
- ⑩ Self improvement - It is a continuous process in regular basis

11.00

15.00

16.00

Eve.

NOTES

APR 2017

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February 2020

Sub: Business Ethics.
Sem: V Dr. Vineet Kumar
Name -

February

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22^① Saturday

(053 - 313) Wk 08

Ethics in organisational, individuals consciousness.

B. Ethics examines the ethical & moral principles and problems that arise in a business environment. It applies to all aspects of business conduct on behalf of both individuals and organisations.

Followings are some organisational ethics.

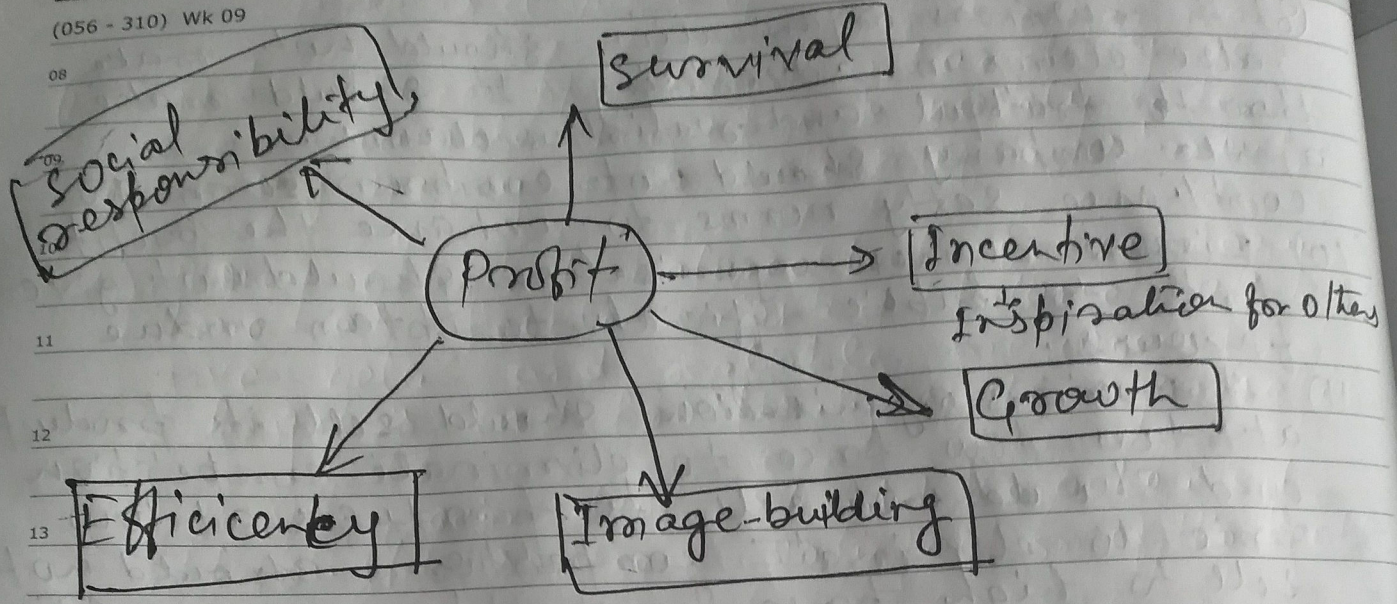
- 1) Profit in the terms of goodwill and credibility is much more valuable than profit merely in terms of money or return of investment.
- 2) Money oriented balance sheet is secondary where as people oriented balance, such can give better and reliable picture of progress and prosperity of the organisation.
- 3) Profit maximisation objective should be achieved through service & satisfaction of people.
- 4) Profit maximisation objective should not result in exploitation of poor by rich. There should be equal distribution of income & wealth.
- 5) Not try to maximise profit by underisable means such as black marketing, exploitation of workers and consumers.
- 6) Organisation should not be overlook the interest of stakeholders (Internal & external).
- 7) The business firms must follow the various legal provision prevailing for price control.

February 2020

Monday 24

(055 - 311) WK 09

- ②
- A business organisation should not make false claims in advertising. It should make ~~too~~ truthful and realistic claims.
- 9) The company should not compromise on the compliance safety norms to enhance the profit.
- (10) ~~Business~~ Business organisation should not give bribe to public officials to obtain undue favours.
- (11) A Business organisation should sell its product at too low price to eliminate competition and should not sell its products at low price to eliminate competition & should not sell to high price for profit maximisation.
- (12) The businessman should not raise profit through adulteration in goods & services.
- (13) Abnormal profit making through artificial scarcity of essential goods like ~~but~~ baby food, kerosene, cement, etc. should be avoided.
- (14) Unethical investment decision should be avoided such as investment in gambling, pornography or other sexually explicit materials, tobacco products & their promotion etc.



Nature of Business Ethics

- 1) code of conduct
- 2) Based on moral & social value
- 3) Give protection to social groups such as consumers, employee, businessman, Govt, Shareholders, creditors etc.
- 4) Provide basic framework i.e social, cultural, economic, legal & other limit of business
- 5) It is relative term - It change from one business to another as well as country to country.
- 6) It is strictly used in developed countries not in poor or developing countries.
- 7) safety - Provide good working conditions to employees and secure their security & safe working environment.
- 8) Diverse and involved team - The company must value the skills, strength

Education is the chief defence of nations and prospective of diverse team for dynamic business environment (to remain, sustain & grow)

February 2020

Wednesday 26

(057 - 309) WK 09

Decision Making in Business Ethics.

As organisation continues to grow and expand, new individuals are hired who may not have the same ethical standards as individuals. A difference in ethics often changes how individual approach the decision making process. Company often use the organisation's mission statement to build a framework for helping individuals make an ethical business decision.

There are 4 types of ethical standards.

- ① Utilitarian - It is a standard that attempt to do the most good & limit the amount of harm for each individual.
- ② Right approach:- It protect and respect the moral rights of individuals impacted by decisions.
- ③ Fairness approach:- Fair or just style seek to create equality among all individuals while the common good method focus on bettering society as a whole.
- ④ The virtue - organization develop the ^{necessary} ~~necessary~~ virtue for promoting individual for company. Popular framework for Business Ethics.

Firms & consumer

↓
What should be sale
to product safety and liability
Relevant Advertisement
Fair pricing

• Education is the movement from darkness to light •
Corporate & social responsibilities

February 2020 (5)

27 Thursday

(058 - 308) Wk 09

Profit as a vehicle of organic growth (ethical)
anna

February <

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March

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- 08 1) Profit in terms of goodwill and credibility is more valuable than profit merely in terms of money or return of investment.
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- 10 2) Money oriented balance sheet is secondary where as people oriented balance sheet give better and reliable picture of progress and prosperity of the organisation.
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- 12
- 13 3) Profit maximisation should be achieved through service & satisfaction of the people.
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- 15 Lunch 4) Profit maximisation objective should not be set achieved on the basis of exploitation of poor by rich. There should be equal distribution of income and wealth.
- 16 5) Not try to maximise profit by undesirable means such as black marketing, exploitation of labour and consumers.
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- 18 6) Should not be overlook the interest of stakeholders.
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- 20 15) The business firms must follow the various legal provision prevailing for price control.
- Eve. 8) A. business organisation should not make false claim in advertising. It should make truthful and realistic claims.

March						
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(6)

February 2020

Friday 28

(059 - 307) Wk 09

- 9) The company should not compromise on compliance safety norms to enhance the profit.
- 10) Organisation should not give bribe to public officials obtain undue favours.
- 11) A company should not sell its product at too low price to eliminate competition and should not sell at too high price for profit maximisation.
- 12) The business should not raise profit through adulteration in goods & service.
- 13) Abnormal profit making through artificial scarcity of essential goods should be avoided.
- 14) Company should settle the customer's claims as early they can.

• Empty vessels make the most noise •