Discussion post-2

Organizational values and ethical behavior

To understand the connection between ethics, leadership, and interaction, it is worth exploring the new winds of leadership. These trends explain the shift in the focus of managerial competence from profound but one-sided sector-based competence to a more holistic ability, covering substance knowledge, personality, attitudes, motives and skills (Klev & Levin, 2016). This overall picture helps to understand how ethics is embedded in the daily routine of management, and how everyday displays, specifically in the internal interfaces, either lubricate work processes or add unnecessary friction. (Sharbrough & Cantrill 2016.) Leadership enhances organizational effectiveness in the process of unifying the efforts of the group to achieve organizational goals.

Each organization has a specific work environment that is highly dependent on how its leaders should respond to problems and opportunities. This environment is created by the practices of past and present leaders in the organization. Ethics is a part of leadership, because influencing other people is basically a matter of power and value choices(Warren, Gaspar & Laufer, 2014). The following aspects can be distinguished in ethical leadership;

1. Perspective of motives. What are the motives of the leader in performing his or her duties? What are the values ​​behind the leader's activities?
2. The Perspective of Consequences. What are the consequences of a leader's actions? Are the consequences positive or negative?
3. The perspective of means. What means of influence are acceptable?

Transformational Leadership Theory ( Burns 1978) sees leadership as the goal of profound change through which to develop to a higher level. Ethically mature charisma is a key attribute of leadership and change management (Northouse, 2108).The goal of the leader is to make the leaders do their best; he is an exemplary model and an inspiration of his subordinates. The theory also pays attention to the motives of the leader because, when they are bad, there is no good leadership.

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