

What's News

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THE ANTI-ENRON PILL

Enron, WorldCom, Global Crossing, and those yet undiscovered. How did all this happen so suddenly? The obvious answer is it didn't happen suddenly at all. Who do we blame? There are plenty of potential culprits. B'schools teach that only profits count. Ethics scores of students actually declined while in MBA programs. Madison Avenue constantly pushes us to measure our self worth by way of our possessions rather than what we stand for. Years of "greed is good" from all sides. Stock holders now expect 24% profits as the norm. Boards of Directors want instant turnarounds and quick fixes. There is a belief that obscene stock options for CEO's and execs is the best way to attract talent. The "facts" about what compensation can and can't buy in Jim Collins' book "Good to Great" may be too late or just in time. The current incentives have certainly supported people cutting corners and cheating.

So it is no *one* thing that has caused our current moral bankruptcy. So to it is no one single event that will turn it around. I do believe a few people personally

strong enough, able to operate separate from the Enron culture could have pulled the plug prior to the company's total implosion. A thousand things prop up a culture of immorality and greed. The question is what will you do? Individuals start and end trends. You need to look at where your organization is "fudging" on ethics and where you are fudging on ethics. You need to look at what moral and ethical stands **you** need to take on whatever unethical behavior you see and participate in.

We will be offering, **Leadership in an Empowered Organization-The Ethical Approach**. The basic premise of this course is to *empower others by you moving to a higher form of leadership*. Otherwise, a manager will feel he is losing their power and gaining nothing. The highest level of power is moral and ethical leadership. So the more managers can move toward moral and ethical leadership and less command and control leadership the more room others have to be *empowered*. We need to teach our emerging leaders that the highest level of leadership is: **moral and ethical leadership**. We can't count on The B'schools.

The pressure for unrealistic profits will not evaporate. Greed is a powerful aphrodisiac. Ethics must start to balance profit as the only goal. With no one at the moral and ethical level of leadership the organization has no moral rudder. One of the Enron scams was to sell a power plant to China that would have required every residential customer to give 60% of their total yearly income to make the plant profitable. Short term "profit" at any cost, including implosion of their own organization.

If you want to advance your own development as a moral and ethical leader while empowering your organization we will be offering **Leadership in an Empowered Organization: The Ethical Approach** on April 8-9, 2003. Or perhaps the legacy you want to leave behind is a few more leaders that can stem the tide of greed and immorality. If not you, than who? If not now, Then when