

ETHICS ACROSS THE PROFESSIONS

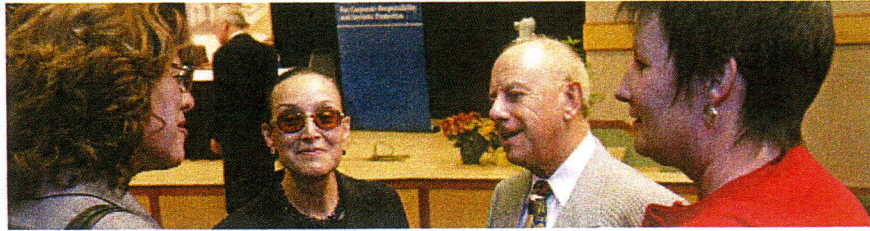
Ethics Programs

Leadership: Setting the Moral Agenda



Southern
New Hampshire
University 

Leadership: Setting the Moral Agenda



Mary and Christos Papoutsy: Endowers of the SNHU Chair in Ethics

Mentoring Women for Leadership

The Mentoring Women for Leadership seminar is for businessmen and businesswomen interested in mentoring or being mentored. The focus of the one-and-a-half-day seminar is on the leadership challenges that women face and the ways they can most effectively address them.

This seminar is ideal for middle managers poised to take the next step or for those in professional development who are responsible for mentoring and guiding managers in their careers. The seminar will be conducted by Dr. Annabel Beerel, Southern New Hampshire University's Christos and Mary Papoutsy Distinguished Chair in Ethics.

Participants in this interactive and dynamic seminar will learn about themselves and about how they can be inspiring and constructive, rather than judgmental, in helping others learn about themselves.

Learn about:

- leadership styles and issues surrounding authority and power.
- women's issues in the work place as reported by cutting-edge research.
- strategies that improve negotiation styles.
- ways to enhance communication and presentation skills.
- yours' and others' tolerance for risk and stress.
- ways women can find their voice to articulate their values.
- confidence-building exercises.

Participants will identify their strengths and weaknesses and will develop their own mentoring agendas. They will also be able to help others develop theirs.

The ideal cohort for this seminar is 12 people. We encourage you to identify a dozen promising people in your organization to sign up for what will prove to be a transformative experience. The cost is \$525 per person and includes meals. Seminars may be offered at your site or at Southern New Hampshire University in Manchester.

The Ethical Ear: Consulting to Ethical Questions

CEOs and senior managers:

Do you have an ethical question you would like to discuss with an objective person and have nowhere to turn? Have you had an ethical dilemma and found the advisors with whom you have conferred are interested parties or not skilled in the art of moral (as opposed to legal) reasoning? Have you wished to explore the ramifications of a business ethics situation with someone with expertise in this area?

Southern New Hampshire University's Chair in Ethics provides a highly confidential consulting service that responds to these needs.

We can provide:

- a confidential sounding board.
- an opportunity to discuss sensitive ethical issues about your professional work
- a source of advice when you are trying to sort out the implications of a variety of conflicts of interests in your business.
- guidance for establishing a code of ethics for your advisory boards.
- suggestions on how to create and implement a climate of moral excellence that meets the standards of the Federal Sentencing Guidelines.
- the handling of employee moral transgressions.
- an external whistleblowers' hotline.

This service is available to businesses in the community and to members of the SNHU community.

The initial consultation is free of charge. Additional fees will be based on the complexity and time committed to each matter.

Please contact Dr. Annabel Beerel, Southern New Hampshire University's Christos and Mary Papoutis Distinguished Chair in Ethics, at 781.771.5663 or a.beerel@snhu.edu.

All inquiries will be treated with the strictest confidence.

Ethics Boot Camp 101

We all believe we are competent to discuss ethical issues. Typically we believe that our ethics are "right" and at least as good, or even better, than someone else's. Regrettably, this can be false thinking.

Our competency in discussing ethics is exceedingly limited without a strong grasp of the concepts and language of ethics. Without this knowledge, our ability to communicate our views on ethical issues usually devolves to discussions of personal feeling and preference – "I know what is right," or "my conscience is my guide."

Another part of the limitation in discussing ethical issues lies in our not working with the tension that exists between understanding our moral obligations and finding the moral courage to deliver on those obligations. We have all come face to face with this dilemma.

Ethics is a discipline in its own right. It includes concepts, ideas and a language that delineates its field of inquiry. Ethics is also a discipline that is alive. Ethics involves always searching, inquiring and pursuing new ends. The ethical life is one filled with vitality.

The Ethics Boot Camp is intended to bring ethics alive to our community, our campus and our classrooms. During this intensive one-and-a-half days together, we will have an opportunity to explore what ethics means in a broad sense, what it means in a more personal and narrow sense and how we can most meaningfully integrate ethics into our collaboration with one another and across our various disciplines.

Please call Jane Yerrington at 603.668.2211, ext. 2488 to discuss creating an Ethics Boot Camp to suit your organization's needs.

Ethics: Called to Account

This one-day seminar is ideally suited for all managers, financial officers, and public auditors and accountants.

The goal of the seminar is to explore the ethical challenges that arise for those who have financial responsibility for organizations and to provide a structured moral decision-making approach for addressing these challenges.

This highly practical and interactive seminar invites participants to reflect on the tensions between professional values and personal lives as well as to investigate the pressures that well-intentioned individuals face and sometimes succumb to in an effort to report strong financial results. Participants will work through a number of cases where they will have an opportunity to discuss “what went wrong” and to consider how they would have responded in similar circumstances. They will learn apply a moral decision making framework to help them think through the ethical and strategic options available to them.

Participants also will have an opportunity to review a number of professional codes. They will learn what makes a good code as opposed to an ineffective one and will have an opportunity to write their own professional code for an organization of their choice.

Take-aways from the seminar include:

- a heightened appreciation of ethical challenges in the financial domain.
- an appreciation of the ethical pressures that managers and CFOs face and some tools and techniques for dealing with them.
- a structured approach to moral decision-making that facilitates the user seeing the varieties of options available.
- an understanding of the efficacy of professional codes and some competency in evaluating them and developing them.
- ideas for creating and perpetuating a climate of ethical sensitivity in the organization.

This seminar qualifies for continuing education credits (CPEs).

About the Chairholder

Dr. Annabel Beerel is a professor of ethics and the Christos and Mary Papoutsy Distinguished Chair in Ethics at Southern New Hampshire University. During the last 10 years she has conducted classes and seminars in leadership and ethics for a variety of audiences, including undergraduates, adult learners and senior executives. A panel host and meeting facilitator, she travels extensively and presents at numerous conferences.

Beerel has more than 25 years of international business experience. A chartered accountant, she has held positions in corporate finance and investment banking and founded an artificial intelligence business. She has taught at Boston University, Radcliffe, Tufts University, the Worcester Polytechnic Institute and Simmons College.

She has written five books; her current project, “Silence is Not Golden: The Shadow Side of Corporate America,” discusses the root causes of the current spate of corporate misdemeanors and the importance of creating an ethical culture.

Beerel earned her Ph.D. in social ethics from Boston University. She holds a master’s degree in theology from the Weston Jesuit School of Theology in Massachusetts and an M.B.A. from Cranfield University in England.

The Chair in Ethics

The Christos and Mary Papoutsy Distinguished Chair in Ethics has been established to address Southern New Hampshire University’s mission to develop within students the wisdom to lead ethical, professional, and personal lives. Ethics is understood to encompass a wide range of topics including social justice, human rights, civil rights and those essential ideals that extend back to our forbearers. The chair promotes this goal by giving lectures in the community, working with faculty and staff to enhance this dimension of their teaching and work, interacting with external constituencies and leading campuswide initiatives.

For more information contact Jane Yerrington, assistant to the Chair in Ethics, at 603.668.2211, ext. 2488, or j.yerrington@snhu.edu.