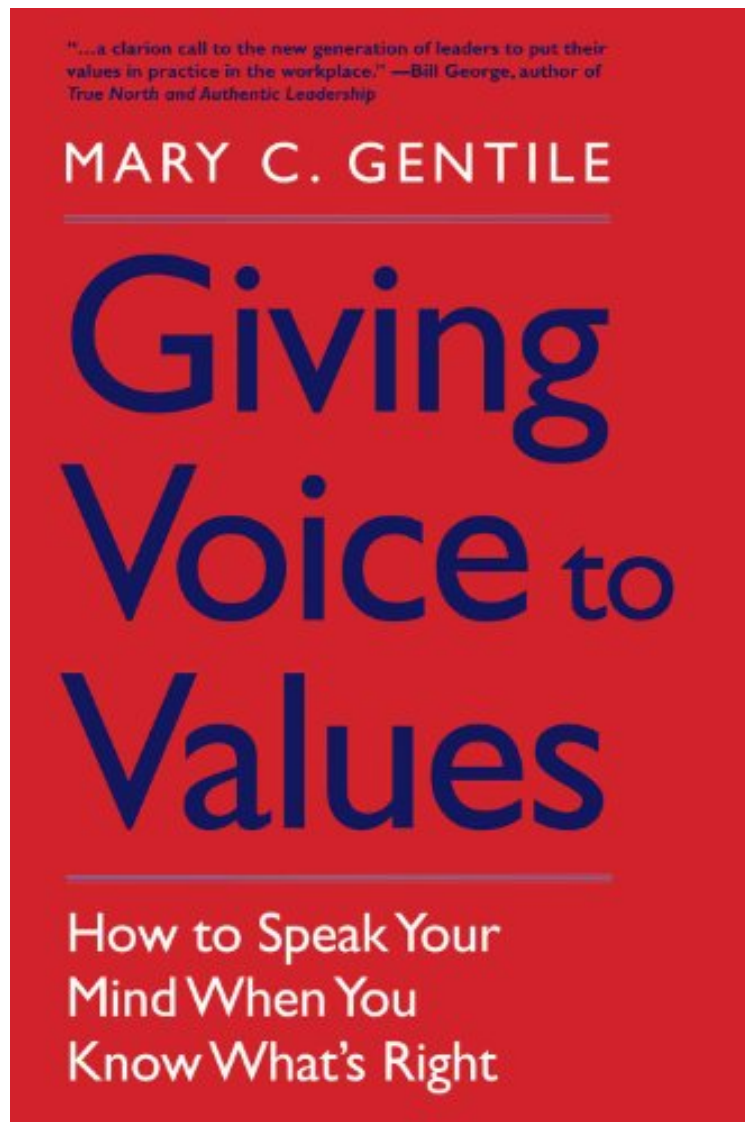


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Giving Voice to Values: How to Speak Your Mind When You Know What's Right

Mary C. Gentile

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Mary C. Gentile : Giving Voice to Values: How to Speak Your Mind When You Know What's Right before purchasing it in order to gauge whether or not it would be worth my time, and all praised Giving Voice to Values: How to Speak Your Mind When You Know What's Right:

0 of 0 people found the following review helpful. Have to read it!By JULIA DUANIt was one of the required textbooks for my ethic class. I didn't have any expectation for this book initially. But after a few pages I started to

actually enjoy this book. And I was surprised how many practical tips in the book. The author uses real story to illustrate her points and it helps a lot. I honestly can say this book change my perspective and the way I do things. If you had doubts that how much ethics class can help me speak up, try this book. It might surprise you! Knowing that I have the courage and skill to speak up is definitely one of the most valuable skills in the business world. 2 of 2 people found the following review helpful. Values As Energy for Leadership By John K. Kehoe I am using this book in an extended program on leadership for chairmen and section heads in medical school departments. The book provides guidance to enable them to identify their values, the way they express them in their work and lives, and the way they can do this more effectively. Leaders face a lot of resistance in their drive to improve the performance of their groups. Identifying and cherishing their values enables them to stay the course. And this book is a valuable support for this. 0 of 0 people found the following review helpful. She has a great sensitivity to people whose values sometimes seem challenged by ... By Customer Mary Gentile delivers every time she does anything--I knew her work at Harvard Business School and met her a couple of times. She has a great sensitivity to people whose values sometimes seem challenged by their work environments, and this is a little classic--like "Getting to Yes"--that should help bolster your convictions if you're in such a place. It's also important that she's sensitive to organization needs. It's just a big help in keeping true to values.

How can you effectively stand up for your values when pressured by your boss, customers, or shareholders to do the opposite? Drawing on actual business experiences as well as on social science research, Babson College business educator and consultant Mary Gentile challenges the assumptions about business ethics at companies and business schools. She gives business leaders, managers, and students the tools not just to recognize what is right, but also to ensure that the right things happen. The book is inspired by a program Gentile launched at the Aspen Institute with Yale School of Management, and now housed at Babson College, with pilot programs in over one hundred schools and organizations, including INSEAD and MIT Sloan School of Management. She explains why past attempts at preparing business leaders to act ethically too often failed, arguing that the issue isn't distinguishing what is right or wrong, but knowing how to act on your values despite opposing pressure. Through research-based advice, practical exercises, and scripts for handling a wide range of ethical dilemmas, Gentile empowers business leaders with the skills to voice and act on their values, and align their professional path with their principles. Giving Voice to Values is an engaging, innovative, and useful guide that is essential reading for anyone in business.

From Publishers Weekly Gentile, director of the Giving Voice to Values curriculum and senior research scholar at Babson College, offers a powerful action-oriented manifesto for living with integrity, fighting for one's convictions, and building a more ethical workplace. Arguing that if enough of us feel empowered to voice and act on our values then the business world will be transformed, she shows how to practice and perfect speaking up, thereby building skills and confidence. While Gentile's goal is unimpeachable, the vaunted outspokenness might be a harder sell to individuals in more vulnerable positions. Nevertheless, she provides sound guidance to making the workplace fairer by appealing to the sense of purpose in others, completing a self-assessment to determine risk and personal communication style, and anticipating reasons and rationalizations for questionable behaviors. For those motivated to hear her call, Gentile presents a strong--and sorely needed--case for improving corporate culture. Copyright copy; Reed Business Information, a division of Reed Elsevier Inc. All rights reserved. "Gentile presents a strong--and sorely needed--case for improving corporate culture." Publishers Weekly