EHM2 — EHM2 TASK 2: DEVELOPING ORGANIZATIONAL ETHICS AND SOCIALLY RESPONSIBLE BEHAVIOR

**ETHICAL LEADERSHIP — C206**

**PRFA — EHM2**

TASK OVERVIEWSUBMISSIONSEVALUATION REPORT

COMPETENCIES

**3008.1.3** : **Policy and Program Development**

The graduate develops policies, practices, procedures, and programs that foster organizational ethics and socially responsible behavior.

INTRODUCTION

As an organizational leader, one of your primary roles is establishing programs and policies that ensure the organization operates under ethical considerations and legal mandates. This responsibility includes informing employees of the organization's code of ethics, communicating the code of ethics, providing training, and ensuring that operational aspects are administered in a legal and ethical manner.

You will assume the role of a leader and decide what strategies you will use to develop a strong organizational ethical climate. In your position as a leader, you will need to identify primary and secondary stakeholders and satisfy their concerns, understand the organization’s ethical standing, and develop an ethics training program.

SCENARIO

You are a business manager of Paradigm Toys, a publicly held company that is a retailer and manufacturer of children’s toys. The board of directors has asked you to conduct an ethics audit of the company and report to the board if you find the need for ethics training.

REQUIREMENTS

*Your submission must be your original work. No more than a combined total of 30% of the submission and no more than a 10% match to any one individual source can be directly quoted or closely paraphrased from sources, even if cited correctly. The similarity report that is provided when you submit your task can be used as a guide.  
  
 You must use the rubric to direct the creation of your submission because it provides detailed criteria that will be used to evaluate your work. Each requirement below may be evaluated by more than one rubric aspect. The rubric aspect titles may contain hyperlinks to relevant portions of the course.  
  
Tasks may****not****be submitted as cloud links, such as links to Google Docs, Google Slides, OneDrive, etc., unless specified in the task requirements. All other submissions must be file types that are uploaded and submitted as attachments (e.g., .docx, .pdf, .ppt).*

Prepare a report (*suggested length of 6–8 pages*) for Paradigm Toys in which you do the following:

  A.  Discuss the purpose of corporate social responsibility (CSR) in an organization.

1.  Identify **one** primary and **one** secondary stakeholder that influence Paradigm Toys.

2.  Analyze how Paradigm Toys can meet their CSR for the primary and secondary stakeholders identified in part A1.

(A.  Reflect on what corporate social responsibility (CSR) means to you and think of ways organizations might practice CSR. What is the purpose of CSR? Chapter 9

1.  Briefly define and explain the terms "primary stakeholder" and "secondary stakeholder." Think about the various stakeholders that influence Paradigm Toys. Identify one primary and one secondary stakeholders you want to discuss in Section A. Chapter 10

2.  Reflect on the kinds of CSR-related needs those stakeholders might have and how Paradigm's board of directors might meet those needs for both of the stakeholders identified in A1. Chapter 10

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B.  Reflect on the importance of ethical leadership by doing the following:

1.  Explain why it is important for an organization to develop an ethical culture.

a.  Discuss the role that Paradigm Toys’ leadership can play in fostering an ethical culture.

2.  Explain the purpose of an ethics audit.

a.  Discuss the value that an ethics audit could bring to Paradigm Toys.

( B. 1. Reflect on the importance of ethical organizational culture.Chapter 5 all for this section

1a.  What are some ways Paradigm's top management might help to foster an ethical culture within the company?

2.  Briefly define and explain the term "ethics audit."

2a.  Reflect on the value an ethics audit might bring to an organization like Paradigm.

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C.  Develop the ethical framework that you would use if you were faced with an ethical dilemma by doing the following:

1.  Identify and analyze an ethical dilemma in a business setting. (An example of an ethical dilemma can be found in Task 1. The example in Task 1 cannot be submitted as the specific ethical dilemma response for this aspect.)

2.  Evaluate **two** potential solutions to the ethical dilemma identified in part C1.

3.  Explain which solution from part C2 you believe is the more ethical choice.

( C. 1. What are some ethical dilemmas you have witnessed or heard of in a business setting or your place of employment? Choose one ethical dilemma to evaluate for Section C. Chapter 6 all this section

2.  What are two possible solutions to this dilemma? Reflect on the positives and negatives of each of these potential solutions.

3.  Choose the solution you would like to recommend and justify why it is the more ethical of the two choices.

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D.  Create a proposal for implementing an ethics training program at Paradigm Toys by doing the following:

1.  Identify **three** key topics that you would cover in your ethics training program.

a.  Explain why you would include the **three** topics from part D1 in your training program.

2.  Recommend a delivery method and justify why you believe it would be the most effective for the training program.

( D.   1. What elements make up a successful and effective ethics training program? What topics do you think Paradigm employees should learn about in ethics training? Choose the three topics you would most likely include in ethics training for Paradigm employees. Chapter 5 all this section

1a.  Explain why you would choose those three topics to cover in your ethics training.

2.  What are some delivery methods you think might be effective for an ethics training program at Paradigm Toys? Choose one that you would use for your ethics training at Paradigm and justify why you think your chosen delivery method(s) would be the most effective for your training program.

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E.  Acknowledge sources, using in-text citations and references, for content that is quoted, paraphrased, or summarized.

F.  Demonstrate professional communication in the content and presentation of your submission.

**File Restrictions**

File name may contain only letters, numbers, spaces, and these symbols: ! - \_ . \* ' ( )  
File size limit: 200 MB  
File types allowed: doc, docx, rtf, xls, xlsx, ppt, pptx, odt, pdf, txt, qt, mov, mpg, avi, mp3, wav, mp4, wma, flv, asf, mpeg, wmv, m4v, svg, tif, tiff, jpeg, jpg, gif, png, zip, rar, tar, 7z

**COMPETENT**

The discussion of the purpose of CSR in an organization is accurate, and the ideas presented are complete.

**COMPETENT**

The 1 primary stakeholder and the 1 secondary stakeholder identified to influence Paradigm Toys are each logical choices.

**COMPETENT**

The analysis of how Paradigm Toys can meet their CSR for the primary and secondary stakeholders from part A1 is logical and well supported.

**COMPETENT**

The explanation of why it is important for an organization to develop an ethical culture is logical and well supported.

**COMPETENT**

The discussion of the role that Paradigm Toys’ leadership can play in fostering an ethical culture is logical, and the ideas presented are well supported.

**COMPETENT**

The explanation of the purpose of an ethics audit is accurate, and the ideas presented are logical.

**COMPETENT**

The discussion of the value that an ethics audit could bring to Paradigm Toys is accurate and contains key details.

**COMPETENT**

The analysis of an ethical dilemma in a business setting is complete and logical.

**COMPETENT**

The evaluation of *both* potential solutions to the dilemma identified in part C1 is logical and well supported.

**COMPETENT**

The explanation of why a solution from part C2 is the more ethical choice is logical. The ideas presented are relevant and well-reasoned.

**COMPETENT**

*All* 3 key topics that the ethics training program would cover are logical and feasible.

**COMPETENT**

The explanation of why *each* of the 3 key topics identified in part D1 would be included in the training program is well supported and logical.

**COMPETENT**

The recommended delivery method for the training and the justification of why the recommended delivery method is the most effective are logical, and the ideas presented are well supported.

**COMPETENT**

The submission includes in-text citations for sources that are properly quoted, paraphrased, or summarized and a reference list that accurately identifies the author, date, title, and source location as available.

**COMPETENT**

Content reflects attention to detail, is organized, and focuses on the main ideas as prescribed in the task or chosen by the candidate. Terminology is pertinent, is used correctly, and effectively conveys the intended meaning. Mechanics, usage, and grammar promote accurate interpretation and understanding.