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The Values

Edward Eyre Hunt



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Bridging the Values Gap R. Edward Freeman, Ellen R. Auster, 2015-08-17 Bridging the Values Gap Business has a values problem It is not just spectacular public scandals like Enron which incidentally had a great corporate values statement Many companies fail to live up to the standards they set for themselves alienating the public and leaving employees cynical and disengaged resulting in lower productivity less innovation and sometimes outright corruption The reason argue top scholars and consultants Edward Freeman and Ellen Auster is that all too often values are handed down from on high with little employee input discussion or connection to the challenges and opportunities facing the organization Although the words may be well intentioned they are not reflected in the everyday practices policies and processes of the organization This practically invites disconnects between intention and reality To bridge this gap between the talk and the walk Freeman and Auster provide a process through which organizations can collectively surface deeply held values that truly resonate with everyone from top to bottom Their Values Through Conversation VTC process focuses on four key types of values conversations introspective reflecting on ourselves and how we do things in the organization historical exploring our understanding of our past and how it impacts us connectedness creating a strong community where we work well together and aspirational sharing our hopes and dreams By developing values through discussions casual or formal one on one or in groups VTC ensures that values are dynamic and evolving not static words on a wall or a website Freeman and Auster offer advice real world examples and sample questions to help you create values that are authentic and embraced because they are rooted in the lived experience of the organization

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