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which means they are committed to building institutionalizing and sustaining an ethically oriented organizational culture Ethical responsibility means maintaining even improving your bottom line while setting a high bar for high ethical standards AND making a positive contribution to society The book argues that organizations must be attentive to ensuring that the culture has as its core accountability responsibility and learning which means it invests in developing and expecting all of its employees to be fully engaged in making ethical decisions and being ethical leaders The book also discusses what it means to be an ethically responsible global business leader middle manager and lower level employee The Ethically Responsible Organization provides a detailed look at the importance of organizations doing preventive work to avoid ethical falls or scandals and takes the position that if such a fall or scandal occurs then the company should seize the moment and learn from the experience by becoming a learning organization The book also takes the position that an ethically responsible organization is already a learning organization where continuous inquiry diagnosis reflection learning and self correction is the keystone of the way it operates Finally the book offers some ideas on how organizations can reinforce and sustain themselves as ethically responsible businesses today and in the future by taking a strategic approach to ethics that includes constant and consistent ethics training and education for all its employees and partners In the end the purpose of the book is to continue to increase our understanding of why organizations stray from doing the right things and how a focus on being ethically responsible can position companies to avoid or quickly respond to any potential ethical misconduct or find themselves in the list of the years top ethical scandals This book is written for all those who also take the stance that enough is enough when it comes to the headlines of another failure because the organization s leaders would not commit to being ethically responsible and find themselves in the throes of an ethical scandal and unable to recover from it and like Humpty Dumpty all the kings horses and all the kings men the company can t recover from what was a preventable ethical fall

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