

The College of St. Scholastica
PHL 3354 – Management Ethics
Organizations Values Research Paper (Three Pages, 30 pts)

Organizations create a mission, vision and values statement in order to help guide an organization. Many organizations also have a code of conduct that guides employee behavior.

The practices companies use may change, but the core values remain the same. Basically, it comes down to the Mission Statement describing who they are and what they stand for. Beyond declaring these ideologies, organizations take steps to educate employees to help create an ethical culture in the organization.

Instructions:

Step 1: Search the internet for at least 3 of the following organizations and/or others of your choice:

John Deere	General Mills	Southwest Airlines
3M	Allete	General Electric
IBM	Johnson & Johnson	Marriott
Procter & Gamble	Medtronic	Microsoft

Step 2: Examine each website and record your findings regarding Mission Statement, Values, Code of Ethics and any other interesting facts about the organizations.

Step 3: Compare and evaluate the top three (3) companies (in your opinion) that seem to be serious about creating an ethical culture and environment within their organizations.

- 1) Do they have a Mission Statement?
- 2) Do they list any Corporate Values?
- 3) Do they post their Code of Ethics or Credo?
- 4) Are there any other distinguishing characteristics on their websites?

Step 4: Consider the St. Scholastica Benedictine Values and Mission Statement listed below. Relate any similarities your top three organizations have with the vision and values of The College of St. Scholastica.

Step 5: Reflect on your own experiences in the workplace.

Does your organization have a Code of Ethics? Is it posted for all to see?

Step 6: WRITTEN REPORT ~ (3 pages double spaced text plus References)

(See APA Research Tools-CSS Library link: <http://www.css.edu/Academics/Library.html>)

Introduction (1 paragraph summary listing the 3 companies examined)

Analysis (comparison of top three choices)

Relationship to CSS and Benedictine Values

Conclusion (application to personal experiences)

References

Step 5: Submit your Research Paper as an attached Word Document under Assignments–
Unit 3 Assignment by Sunday at 11:59 p.m.

College of St. Scholastica Mission, Vision & Values Statement

Mission Statement

Shaped by the Catholic Benedictine heritage, The College of St. Scholastica provides intellectual and moral preparation for responsible living and meaningful work.

Vision Statement

The College of St. Scholastica will be widely regarded as an academic community grounded in the rich Benedictine heritage and sending forth thoughtful leaders, sharpened and sensitized by the liberal arts, who are committed to serve and to transform the world.

The purposes of The College of St. Scholastica are to:

Foster an environment in which students, staff, and faculty will be inspired with the Benedictine values expressed in community, hospitality, respect, stewardship, and love of learning.

Stimulate a zest for life-long learning by supporting the General Education goals of critical thinking, intellectual integrity, aesthetic appreciation, and intellectual curiosity.

Prepare students, through undergraduate and graduate programs, for responsible leadership in professional positions and/or advanced studies.

Provide programs for traditional and non-traditional students to meet community needs.

Lead public interfaith discussions of ethics and peace and justice issues in the tradition of our Catholic, Benedictine intellectual heritage.

Ensure continued access to a faith-based institution of higher learning through proper stewardship of human and fiscal resources.

Benedictine Values

Community

Sharing responsibility to create and support community. Creating a climate which promotes a sense of community while valuing the uniqueness of the individual. Manifesting an ability to adapt to circumstances without compromising our values.

Hospitality: Creating a welcoming atmosphere personally and institutionally. Listening and responding sensitively to all. Extending warmth and acceptance to all. Welcoming new ideas and being open to change.

Respect

Cherishing and promoting the worth of all human life. Treating persons with dignity and reverence without regard to age, gender, race, minority, sexual preference or economic status. Honoring and supporting the spirituality of each person. Valuing the dignity of all work. Promoting participation of all persons in the decisions affecting their lives.

Stewardship

Utilizing human resources responsibly. Providing wise and respectful use of all material and monetary resources. Promoting prudent use of resources and energy. Finding time for work, play and prayer in daily life, which will promote physical, mental and spiritual growth.

Love of learning

Preserving the intellectual and material heritage entrusted to us by past generations. Transmitting the treasures of human culture to new generations. Creating scholarly, artistic and scientific works which enrich and enlarge human life. Integrating thought and action as complementary aspects of a full human life.

Retrieved May 21, 2013 from: <http://www.css.edu/About/Leadership/Guiding-Documents.html>