Agenda

• A Bit of Ancient Chinese Philosophy
• The Difference Between Compliance and Ethics
• The Structure and Grounding of an Ethical System in the 21st Century
• Morphing
  – #MeToo
  – Workplace Violence
• The Bottom Line and Conclusions
ANCIENT CHINESE PHILOSOPHY
The Yin and the Yang: Two forces pulling in different directions toward a common goal.

Chinese philosophers were paid based upon the level of confusion that they caused.
Yin and Yang

• The left hand is Yin and the right hand is Yang; in this, no change is possible.
• But raise both hands, and they are both Yang; and put them down, they are both Yin.
• And no matter if you raise them or put them down, when they are hot, they are both Yang, and when they are cold, they are both Yin.
The Difference Between Compliance and Ethics
Compliance versus Ethics

• Compliance tells us what we *must* do
  – Laws
  – Contracts

• Ethics tells us what we *should* do
  – Beliefs
  – Culture
  – Values
Values

My Values

Your Values
Overlapping Consensus*

*John Rawls
Organizational Values
Human Values

• **Instrumental Value**: The value of a person based upon her skills.

• **Bestowed Value**: The value bestowed upon a person based upon her position.

• **Inherent Value**: The value of a human being simply because she is a human being. Because of this, we all have Universal Rights.
Universal Rights

- The right to respect and empathy.
- The right to a fair wage.
- The right to a healthy work environment.
- The right to learn and grow.
- The right to freedom of worship.
- The right to freedom from discrimination.
Components of Culture

This Is Your CULTURE

Universal Values

Our Unique Values

Compliance

Universal Values

Our Unique Values
The Morphing of Ethics and Compliance
#MeToo
Although the law doesn’t prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).* 

*EEOC Website
Workplace Violence
Workplace Violence

An action (verbal, written, or physical aggression) which is intended to control or cause, or is capable of causing, death or serious bodily injury to oneself or others, or damage to property. Workplace violence includes abusive behavior toward authority, intimidating or harassing behavior, and threats.*

*Department of Labor Website
The Bottom Line
For Organizational Culture
Affect versus Effect

- The tail does not wag the dog. The worldview of an organization affects its actions; its actions are the effect of its worldview.

- If I am a person of integrity, I will act the part; if I am a reprobate, it will eventually become apparent. The harder I try to be a good person, the more likely my actions will validate.
Conclusions

• All things are in flux: The Yin and the Yang
• Compliance and Ethics are two separate subjects; but they must work together and are morphing in each direction.
• The Inherent Value of human beings is the grounding for ethical systems.
• The ethical system of our organization is based on the unique values that we develop that are above what is required and what is expected.
Thank You!

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