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MEDIA RELEASE

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New insight into ethics in the workplace

Why is it that some people in business and in organisational life act unethically, while others observe high standards of ethics and care for people? The short answer may be that some people are just greedy and power-hungry, but is there a framework that makes sense of this spectrum of behaviour?

Glenn Martin's book, **Human Values and Ethics in the Workplace** shows how people's values and behaviour arise out of their beliefs – their world view. He presents a framework of world views that describes an evolution of beliefs, starting with people who pursue survival, profit and domination at any cost. This evolves into a focus on legal compliance, and the evolution progresses towards the quest for constructive, high-quality relationships, and beyond that, to a clear sense of purpose in work and life.

Seeing people from the perspective of this framework enables us to understand their behaviour, beyond the rhetoric about ethics that we hear all around us. Executives and organisations alike are quick to say that they operate ethically, and companies have become good at producing statements proclaiming their commitment to ethics and values. But Enron and Arthur Andersen both had codes of ethics. They were closely associated with their public relations departments.

Glenn's book examines what it takes to make the transition from a selfish perspective to a perspective that has high regard for ethics – for both individuals and organisations. As Albert Schweitzer said, ethics is about having regard for the other person's well-being as well as your own.

Glenn also presents a five-dimensional model for human values that explains why cultures around the world have arrived at similar core values. He explores how we can develop the practice of living, working and leading ethically. Rather than being an additional burden on people or organisations, ethics and values are a liberating force, indeed, the very basis for sustainable success.

This book is a revised and updated edition. The original edition was released in 2007. Reaction to the original edition was very positive.

Alastair Rylatt, author of *Winning the Knowledge Game*, said: "At last, a book for all managers and leaders on how to walk the talk on ethical practice and decision-making. A must-read handbook for all those who are committed to raising the bar of integrity in their life."

Andrew O'Keeffe, author of *The Boss*, said: "It is such a wonderful and thorough coverage of business ethics. I particularly enjoyed the section on 'world views' and also the coverage of the high-profile corporations."

Glenn is also the author of a novel that deals with the issue of ethics in leadership: **The Ten Thousand Things**, released in February 2010.

Human Values and Ethics in the Workplace (revised edition) is published by G.P. Martin. Released in July 2010. Paperback, 325 pages. ISBN 9 780980 40450 0

Glenn is available to speak about the book. The book is available from selected bookstores and online outlets, including Booktopia and his own website.

Further information about the book is available at www.ethicsandvalues.com.au.

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