



Ethical Leadership (Work and Organizational Psychology)

Manuel Mendonca, Rabindra Kanungo

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- What is the place of ethics in organizational culture?
- What constitutes good leadership?
- How do different cultures define ethical leadership?

Ethical Leadership is the first book to rigorously explore the value of ethics in a business climate overwhelmingly driven by the need to generate profits and cut costs. Drawing on both authors' extensive experience in teaching and research, this book provides a clear, systemic model from which practical strategies can be derived for sound and effective leadership.

The authors argue convincingly for the need for ethical leadership within organizations; demonstrating its importance for creating a moral climate which is essential for organizational effectiveness. The book begins with reviews of leadership theory and research as well as an overview of ethical theories. It goes on to examine morality in terms of leadership, suggesting the principles upon which leaders should make their judgements. In order to align business needs and best ethical practice, and in the face of ever louder demands for good governance and corporate social responsibility, leaders need to be role models whose motivation should be altruistic and work to the benefit of others and the organization.

In building their theory on what constitutes ethical leadership based on an integration of classical philosophy with contemporary psychological theory, the authors have looked not only at individual and team performances, but have investigated what constitutes ethical and moral values in Western and non-Western cultures. This is followed by discussion of models that can help to overcome cultural differences with a view to creating an effective leadership approach in our varied global market economy.

Ethical Leadership is essential reading for upper level undergraduate, postgraduate and MBA students of business, management and psychology as well as practitioners in those fields. It will help future and established professionals understand the nature and potential benefits of ethical leadership in organizational settings.

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