







Ethical systems & leadership styles (Hitt)

- 1) End-result ethics – manipulator
- 2) Rule ethics – bureaucratic administrator
- 3) Social contract ethics – professional manager
- 4) Personalistic ethics – transforming leader




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Buzzwords (Hitt)

- Efficiency= doing things right
- Effectiveness=doing the right things
- The end justifies the means.
- Setting clear objectives
- Structure, authority, control
- Empowerment
- Power
- Mechanical operation




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Buzzwords, cont.

- Employees selected through written tests
- Rational principles & fixed rules
- No appearance of failure
- The orchestra leader
- Lifting people into their better selves
- Rewarding in proportion to people's performance
- Rosa Park's case




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Buzzwords, cont.

- The collective conscience
- Management as a career – a livelihood
- Viewing individuals in terms of their potential
- Performance & result oriented
- Organization establishes the ground rules
- Followers viewed as potential leaders
- Getting things done through others

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