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0521866863 - Leading with Values: Positivity, Virtue, and High Performance

Edited by Edward D. Hess and Kim S. Cameron

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## *Leading with Values*

Values-Based Leadership is based upon honesty, respect, trust and dignity, and it regards every employee within a company as a valued human being. This book describes the characteristics of leaders who focus on positivity and virtues to create and sustain highly successful organizations such as Synovus Financial Corporation, HomeBanc Mortgage Company, and the United States Marine Corps. It also addresses leader mistakes and forgiveness, and how difficulties and challenges can be overcome to achieve spectacular results. This inspiring book offers practical advice that can be applied to individual leadership styles and roles. As society tries to rebound from the recent scandals involving fraud, financial improprieties, and unethical behavior among its leadership, the fundamental message of *Leading with Values* is clear: acting ethically and virtuously, and treating all stakeholders with respect and dignity, can create extraordinary outcomes without sacrificing performance and profits.

EDWARD D. HESS is Adjunct Professor of Organization and Management, Founder and Executive Director of the Values-Based Leadership Institute, and Founder and Executive Director of the Center for Entrepreneurship and Corporate Growth at the Goizueta Business School, Emory University.

KIM S. CAMERON is Professor of Management and Organization at the University of Michigan Business School and Professor of Higher Education in the School of Education at the University of Michigan.

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# Leading with Values

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Performance

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KIM S. CAMERON



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CAMBRIDGE UNIVERSITY PRESS

Cambridge, New York, Melbourne, Madrid, Cape Town, Singapore, São Paulo

Cambridge University Press

The Edinburgh Building, Cambridge CB2 2RU, UK

Published in the United States of America by Cambridge University Press, New York

[www.cambridge.org](http://www.cambridge.org)

Information on this title: [www.cambridge.org/9780521686037](http://www.cambridge.org/9780521686037)

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First published 2006

Printed in the United Kingdom at the University Press, Cambridge

*A catalogue record for this publication is available from the British Library*

ISBN-13 978-0-521-86686-6 hardback

ISBN-10 0-521-86686-3 hardback

ISBN-13 978-0-521-68603-7 paperback

ISBN-10 0-521-68603-2 paperback

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Edward D. Hess dedicates this book to Jimmy Blanchard; Tom Cousins; Sonny Deriso; Gardiner Garrard, III; Bill Turner; and Billy Wren who made all of this possible.

Kim Cameron dedicates this book to the outstanding leaders represented in the chapters of this book. Hopefully, their leadership will inspire many generations of leaders to come.

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## *Notes on contributors*

SARAH BOIK is business office manager of the Physician Billing Department of Foote Hospital in Jackson, Michigan. Sarah is a highly skilled manager with over 25 years of experience running physician practices and executing hospital finance. Sarah currently manages an extremely high-performing accounts receivable unit that has grown from 5 to just over 40 employees under her guidance. In this outstanding work unit, she has implemented a highly creative business office reorganization, including establishing formal work teams, implementing collective productivity measures, and generating an exceptional work environment that has dramatically reduced employee turnover and increased morale.

GARY W. BOUCH is Senior Vice President, Operations and Transportation Officer at FedEx Freight. He has spent over seven years with Freight, most recently as Vice President of Operations and Transportation. Prior to joining FedEx Freight, Gary learned the transportation industry at Airborne, P.I.E., Yellow, Rider, Con-Way, and ABF. Gary is also an attorney, and practiced with the law firm of Scholl & Hamlin in New York. He lives with his wife and children in Harrison, Arkansas.

DAVID S. BRIGHT is a visiting assistant professor in the Department of Organizational Behavior, and a research fellow in the Center for Business as an Agent of World Benefit, both at Case Western Reserve University. His research interest centers on forgiveness and virtuousness as related to employee engagement, especially where people develop strengthened commitment to organization success and experience connections with others. He recently completed his doctoral studies at Case Western Reserve University.

KIM S. CAMERON is Professor of Management and Organization at the University of Michigan Business School and Professor of Higher

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Education in the School of Education at the University of Michigan. His current research focuses on the virtuousness of, and in, organizations and their relationships to organizational success. This work was recognized as one of the 20 highest impact ideas of 2004 by the *Harvard Business Review*. His past research on organizational downsizing, effectiveness, quality culture, and development of management skills has been published in more than 80 articles and nine books.

ROBERT DRAZIN is Professor of Organization and Management, and faculty director for the Center for Entrepreneurship and Corporate Growth at Goizueta Business School, Emory University. Prior to joining the Goizueta Business School faculty, Robert taught at the Graduate School of Business at Columbia University. His research in the areas of organization theory and the management of innovation and growth in large corporations has been published in, *The Search for Organic Growth*, Hess and Kazanjian (eds.), Cambridge University Press, 2006) as well as numerous other books; and in such journals as the *Academy of Management Journal*, *Organization Science*, *Management Science*, *Administrative Science Quarterly*, and the *Academy of Management Review*.

MARYANN GLYNN is Professor of Organization and Management at Goizueta Business School, Emory University. Prior to joining the Goizueta faculty, MaryAnn served on the faculty of Yale University's School of Organization and Management, and as a Visiting Professor of the Steven M. Ross School of Business, University of Michigan, 2002–2004. Her work has been published in such books as, *The Search for Organic Growth*, Hess and Kazanjian (eds.), Cambridge University Press, 2006), and numerous others, as well as many leading journals, including the *Academy of Management Journal*, *Organization Science* and *Strategic Management Journal*.

EDWARD D. HESS is Adjunct Professor of Organization and Management; Founder and Executive Director of the Center for Entrepreneurship and Corporate Growth; and Founder and Executive Director of the Values-Based Leadership Institute at the Goizueta Business School at Emory. Prior to joining Goizueta, Ed had over 30 years' experience as a lawyer, investment banker, and strategy consultant. He is the author of, *Make It Happen* (EDHLTD, 2000);

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*The Successful Family Business: Proactively Managing the Family and the Business* (Praeger, 2005); *The Search for Organic Growth*, Hess and Kazanjian (eds.) (Cambridge University Press, 2006); *The 6 Keys to Organic Growth: How Great Companies Consistently Grow from Within* (McGraw Hill, 2006), and the author of over 40 articles on Leadership, Strategy, Execution, Growth, and Finance.

HEATHER JAMERSON is a Ph.D. candidate in sociology at Emory University. Her research and teaching interests include global political economy, economic sociology, ethics, and culture. In addition to teaching in the sociology department, Heather has co-taught Ethics at Candler School of Theology, and Principled Leadership at Goizueta Business School. Her current research projects include a co-authored case study on principled leadership in the revitalization of East Lake in Atlanta, and her dissertation on the wine industry in the US.

FARAH MIHOUBI is a graduate of the Wharton School of Business and recently completed her Master's degree in Consumer Economics from the University of Georgia. She spent a number of years researching, and creating innovative teaching materials for undergraduate and MBA students at Emory University's Goizueta Business School. She is currently obtaining her certification for a career in financial literacy/life path coaching.

MICHAEL B. PARKYN is a Lieutenant Colonel and F/A-18 Hornet pilot in the United States Marine Corps. A graduate of the United States Naval Academy and veteran of combat operations in Kuwait, Iraq and Afghanistan, Lieutenant Colonel Parkyn has been a student and practitioner of leadership for over two decades. Lieutenant Colonel Parkyn currently serves as the Director of Leader Development at the Marine Corps University in Quantico, Virginia, where he resides with his wife and five daughters.

EDWARD H. POWLEY, PH.D. is a visiting assistant professor of management in the Marketing and Policy Studies department at the Weatherhead School of Management at Case Western Reserve University. He has consulted and conducted research with the US Environmental Protection Agency, US Navy, Roadway Express, the Society for Organizational Learning's Sustainability Consortium, and Weatherhead's Business as an Agent of World Benefit project. His

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published articles cover such topics as organizational change, appreciative inquiry, and ritual.

SCOTT N. TAYLOR is a Ph.D. candidate in organizational behavior at the Weatherhead School of Management, Case Western Reserve University. He has been an instructor and facilitator of leadership development, employee training, emotional intelligence, and organizational behavior courses to business executives and graduate students. His current research focuses on leader assessment and development, emotional intelligence, the sustainability of individual change, and 360-degree feedback. He has published articles covering topics such as leadership development, sustainable individual change, 360-degree assessment, management education, and executive coaching.

PAOLO TRIPODI is the Donald Bren Chair of Ethics and Leadership at the Marine Corps University. He served as an Ethics Fellow at the Center for the Study of Professional Military Ethics at the US Naval Academy, and as the 2002 Jerome E. Levy Visiting Fellow at the Naval War College. Dr. Tripodi was a senior lecturer in security studies at the Nottingham Trent University. His publications include: *The Colonial Legacy in Somalia* (Macmillan, 1999); and he has written articles for *Medicine, Conflict and Survival*, the *Journal of Strategic Studies*, and numerous others.

KARL E. WEICK is the Rensis Likert Distinguished University Professor of Organizational Behavior and Psychology, and Professor of Psychology at the University of Michigan. He is a former editor of the journal *Administrative Science Quarterly* (1977–1985) and co-author with Kathleen Sutcliffe on the book *Managing the Unexpected* (2001). Dr. Weick's research interests include collective sensemaking under pressure, medical errors, handoffs and transitions in dynamic events, high reliability performance, improvisation, and continuous change.

MONICA WORLINE is Assistant Professor of Organization and Management at Goizueta Business School, Emory University. Monica's areas of specialization include the expression of courage and compassion in work organizations, positive deviance in organizations, and positive dynamics and processes. Monica earned her Ph.D. in Organizational Psychology from the University of Michigan. She

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came to the study of organizations by way of Silicon Valley, where she worked as an entrepreneur, co-founded a successful software firm, and co-developed an influential knowledge development and training organization. Her work has been published in such journals as *Organization Science*, as well as numerous other journals and books.

DAN YAROSLASKI is a Major in the United States Marine Corps. A native of California, he enlisted in the Marine Corps Reserve as an infantryman in 1988. Upon graduating from Loyola Marymount University in Los Angeles, California, he received an active duty commission as a 2nd Lieutenant with a specialty of Assault Amphibian Vehicle Officer. He has served in numerous locations both in the United States and abroad, to include a combat tour in Iraq. Major Yaroslaski received his Masters of Military of Science degree in 2004, while attending the Marine Corps Command and Staff Course.

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## *Acknowledgments*

### **From Ed**

I would be remiss in not expressing thanks to the many people who made this book possible. First, to Al Hartgraves; Greg Waymire; Robert Drazin; Mary Ann Glynn and L. G. Thomas, III; at Goizueta Business School for giving me the opportunity to teach and to continue my life-long learning. Secondly, to Gardiner Garrard, III; Walter M. Deriso, Jr., Jimmy Blanchard; Tom Cousins; Lillian Giornelli and Billy Wren for helping create and support the Values-Based Leadership Institute. To Professors Diana Robertson and Monica Worline for bringing together a world class faculty for our conference; and to Dr. Katy Plowright at Cambridge University Press who believed in this project and brought it to fruition. To all our authors I say, “Thank You” for giving and sharing. To my support staff at Goizueta Business School, Gail Mooney and Carol Gee, a big job well done – this would not have happened without your help.

To my co-author, Kim Cameron, who made this a better book because of his laser-like intelligence and his strong personal commitment to scholarship. Kim, this book was a joy because of you. Your positive leadership, kindness and uplifting spirit motivated all of us to perform better and more quickly. Thank you – you are a good soul.

### **From Kim**

This book project is a product of the extraordinary efforts of a myriad of people – willing and tenacious authors, a helpful editorial staff, and a supportive publisher, especially Katy Plowright. Its primary success, however, is attributable to the energy, vision, and organizational capacity of Ed Hess. It has been a great pleasure to work with and learn from Ed. I have certainly been inspired and informed by the insights of the authors in the book, but I have been motivated to perform by Ed’s example and gentle prodding. Thank you for a great experience.