



QUOTE of the Month

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

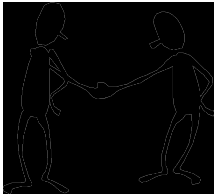
[John Quincy Adams, 6th USA President (1825-1829), 1767-1848]

Year 5 (2009-10)

Issue 13

October

A Monthly
Flyer for a
Better
University Life



Editorials

It's Professional... It's Ethical!

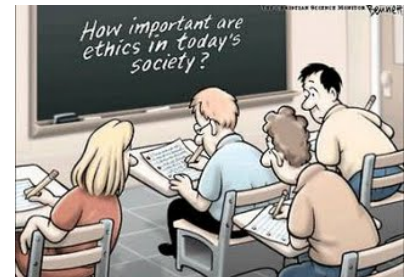
Imagine that you are applying to XYZ, a 'respectful' organization in town, assuming that ethical standards are part of its organizational culture. XYZ's literature claims that it is 'an equal employment opportunity' organization. By this, you understand that XYZ does not discriminate against employees in the basis of gender, race, religion, color, origin, disability, and sexual orientation, more precisely, in practices such as hiring, promotion, termination, firing, and conditions of employment. These civil rights are usually protected by the rule of law which observes the principles of many human rights instruments and the standards of the International Labor Organization in many Western countries. There, labor laws pertaining to employer and employee's rights are subject to assessment and amendment. Let us assume, for instance, that XYZ is following its country's Labor Law which discriminates in one of its article against people with physical disability. Is it justifiable to say that XYZ is following the Labor Law and thus, employees should abide by? We should all know that not every legal act is ethical and vice versa. Employers should realize that their employees are among the many stakeholders that they are to highly consider, protect and respect their civil rights and their religious convictions. For any whatsoever law at XYZ, you have the right to ask: Is it ethical? If not, make sure that XYZ's reliability and future are at risk. XYZ's professionalism is not guaranteed by the law; it is by every professional (managerial and technical) standard and ethical principle it adheres to. XYZ should also know that it will not earn the respect of its stakeholders unless it meets the basic civil rights and principles which transcend any legal standard. Finally, Jesus Christ once taught that the Law was made to serve Man, not vice versa.

Dr. Berge Traboulsi, Director of the Orientation Program

MESSAGE of the Month

“Have the courage to say no. Have the courage to face the truth. Do the right thing because it is right. These are the magic keys to living your life with integrity.”

(William Clement Stone, *American Author*, 1902-2002)



<http://econdevleader.blogspot.com/2007/04/center-for-ethical-leadership-at.html>

ANSWER of the Month

What is Ethical Leadership?

Ethical leadership is knowing your core values and having the courage to live them in all parts of your life in service of the common good.

The 4-V Model of Ethical Leadership is a framework that aligns the internal (beliefs and values) with the external (behaviors and actions) for the purpose of advancing the common good.

Values. Ethical leadership begins with an understanding of and commitment to our individual core values. By first discovering the values at the core of our identities, we begin the process of integrating our unique values with our choice-making on all levels of our personal and civic lives.

Vision. Vision is the ability to frame our actions – particularly in service to others – within a real picture of what ought to be.

Voice. Claiming our voice is the process of articulating our vision to others in an authentic and convincing way that animates and motivates them to action.

Virtue. Understanding that we become what we practice, we foster virtue by practicing virtuous behavior – striving to do what is right and good. In this way, we develop the character of virtue. In particular, virtue stands for the common good. Ethical leaders ask, “How are my values, vision and voice in keeping with the common good?”

Three additional elements that are key to the development of ethical leadership are identified:

Service. Service connects Vision to Values, indicating that when our values are tested and tried through service to others, the latent vision within them is often revealed.

Polis. “Polis” is the Greek word for city, and the root of the English word, “politics.” As we learn to give voice to our vision in the context of a public act, we are engaged in the art of politics.

Renewal. As Voice returns to Values, the territory of our work changes to renewal. As we express our voice in multiple ways, we need to break from the action on a regular basis to consider if our actions are congruent with our values and vision.

Taken verbatim from <http://www.ethicalleadership.org/philosophies/ethical-leadership>

WEBSITE of the Month

International Labor Organization

www.ilo.org

DVD of the Month

Leonardo (BBC DVD 2004)

Produced and Directed by Tim Dunn

HAIGAZIAN UNIVERSITY

OR Dialog Letter

STORY of the Month

Notable Successful Failures

"For a righteous man may fall seven times and rise again." You have probably read how "Einstein four years old before he could speak and seven before he could read. Isaac Newton did poorly in grade school. Beethoven's music teacher once said of him, 'A composer he is hopeless.' When a boy, Thomas Edison's teachers told him he was too stupid to learn anything. F. W. Woolworth got a job in a dry goods store when he was 21, but his employers wouldn't let him wait on a customer because he 'didn't have enough sense.' A newspaper editor fired Walt Disney because he has 'no good ideas.' Enrico Caruso's music teacher told him, 'You can't sing. You have no voice at all.' And the director of the Imperial Opera in Vienna told Madame Schumann-Heink that she would never be a singer and advised her to buy a sewing machine.

Speaking personally, my father wouldn't allow to go to high school. I was only 13 when he made me go to work to earn my own way. But through faith in God and sensing his purpose for my life, hard work, and determination I not only graduated from college but also from graduate school. True, I started late, but I made it. You can too.

My advice to one and all is this: Don't allow your past to determine your future. Discover God's purpose for your life and, with his help, give it all you've got.

Remember, failure is an event—not a person. When you stumble and fall (and you will from time to time), don't stay down. Get up, learn from your mistakes, and go on! Every day for the rest of your life commit and trust your life and way to God and he will be with you every step of the way.

Author: Anonymous

Revised by Mr. Elie Shbeir, Instructor of English

NEWS of the Month

FALL 2009 OR DAYS

The Orientation Office has organized during September and October its OR Days for regular, late, and very late new students. 8 Faculty members and 16 Students (OR Assistants) from all faculties, academic levels, and cultural backgrounds have participated and served about 160 new students in a joyful and remarkable way. As a consequence, they have turned HU OR Days into a thriving event. The results of the various evaluation surveys were positive; all remarks will be taken into consideration for assessment and improvement.

A WORD OF APPRECIATION

The Orientation Director, Dr. Traboulsi, would like to acknowledge and praise the work of the following OR 099 Faculty members: Dr. Hout, Mr. Mukallid, Ms. Halabi, Ms. Nasr, Mr. Shbeir, Ms. Hamzeh, Mr. Agopian, and Mr. Estepan.

Moreover, a warm thanks is due to the following offices for their good cooperation: the President's Office, the Deans, the Registrar & Admissions' Office, the Campus Minister, the Recruiter, the Faculty Secretary, the Student Life Office, the Library, the Ground & Facilities Department, the Business Office, and the Security Office.

THANK YOU OR ASSISTANTS



Amanda Malaeb, Talar Mandoyan, Zepur Jokaklian, Ghinwa Ghamloush, Leila Sleiman, Dima Matta, Boushra Jaber

Garen Yepremian, Wissam Baasiri, Elie Rbeiz, Ibrahim Matraji, Nijad Itani, Ali Mouzannar, Imad Ghamloush, Matthew Francis

Tamara Rabah (Not in the pix)

PROVERB of the Month

"Better a wise enemy than an insane friend."

"Κάλλιο 'νας φρόνιμος οχτρός παρά ένας φίλος παλαβός."

(Proverb from Cephalonia-Greece)

MISTAKE of the Month

Stationary (adj.) immobile | **Stationery** (n.) materials for writing or typing

YOUTUBE of the Month

The Five Competitive Forces that Shape Strategy

An Interview with
Michael E. Porter
Professor—Harvard University

Harvard Business Publishing

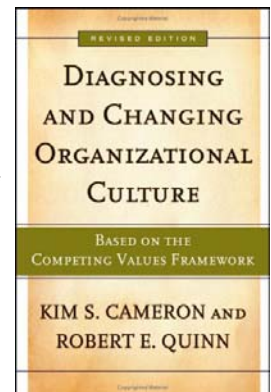
BOOK of the Month

Diagnosing and Changing Organizational Culture

Authors: Kim Cameron & Robert E. Quinn

"(This book) provides a framework, a sense-making tool, a set of systematic steps, and a methodology for helping managers and their organizations carefully analyze and alter their fundamental culture. Authors Cameron and Quinn focus on the methods and mechanisms that are available to help managers and change agents transform the most fundamental elements of their organizations. The authors also provide instruments to help individuals guide the change process at the most basic level-culture." (From the Back Cover)

(JOSSEY-BASS, 2006, ISBN 0-7879-8283-0)



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5. Using the Framework to Diagnose and Change Organizational Culture

Planning for Culture Change: An Example
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6. Individual Change as a Key to Culture Change

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7. A Condensed Formula for Organizational Culture Change

Appendix: A, B, C, D, E

References and Suggested Reading