The Voice of Ethical Leadership
The Newsletter of the Siegel Institute for Leadership, Ethics and Character

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The Siegel Institute would like to welcome Joseph Agyina and Trokon Redem McGee as our 2017 IREX Fellows sponsored by the Community Solutions Program, a distinguished program of the State Department. Joseph and Trokon will be with us throughout the Fall semester. Read more about them on page 2.

SIERS Journal Published- The Ethics of Physical Embodiment

We are excited to announce the publication of the Fall 2016 Siegel Institute Ethics Research Scholars cohort—The Ethics of Physical Embodiment. This second volume of the SIERS Journal covers a variety of interdisciplinary issues relating to the ethics of Physical Embodiment. The journal can be viewed and downloaded at: http://digitalcommons.kennesaw.edu/siers/vol2/iss1/
About Joseph Agyina

Having been in the classroom to educate students on the abstract nature of women and gender issues and social research in Ghana, Joseph also focuses on practical issues relating to gender, through educating both men and women in his community on the issue of gender equality and the importance of formal education to a family. During his fellowship at the Siegel Institute at Kennesaw State University in Georgia, Joseph hopes to develop his leadership, communication, research and ethical skills, learn new strategies and gain first-hand experience with projects related to female empowerment. Upon returning home from his fellowship, Joseph plans to educate both youths and adults about the relevance of tolerance in nation building, emphasizing the importance of women’s education and empowerment as a tool for national development.

About Trokon Redem McGee

Trokon Redem McGee is a Liberian development practitioner, sociologist, economist, political scientist, and educator.

Trokon serves as Program Support Officer for Concern Worldwide. As Program Support Officer, he develops and promotes a culture of accountability and expands approaches for the prevention of exploitations and abuses, gender and equality through trainings and other program activities. Trokon is an expert in gender sensitive approaches in development and emergency contexts and has developed skills in project planning and management, training and advocacy.

Trokon served on the technical team representing Concern Worldwide at the Ministry of Education that developed the first Code of Conduct for Teachers and School Administrators in Liberia, 2014. In 2013/2014, he chaired the Education NGO Forum in Liberia representing Concern Worldwide. Trokon has extensive experience in the development cycle and has worked in the areas of child protection, youth development, education, health, livelihoods, gender equality and women empowerment.

Trokon strongly believes in community service. In October 2016, he was elected as Secretary General for his community, (Chugbor Community) for two years (2017 – 2018). This post is purely voluntary and as such, there is no salary or honorarium. Prior to his ascendency to the post of Secretary General, he worked with various groups in the community and has spoken on many public functions as guest and motivational speaker.

Trokon received a master’s degree in International Cooperation and Humanitarian Aid from Kalu Institute/Humanitarian Studies Aid Centre in Spain, another masters in International Relations from the University of Liberia and a Bachelors of Arts degree in Sociology with Economics from the University of Liberia, Monrovia, Liberia.

He is an IREX Community Solutions Fellow focusing on Women and Gender Issues at Kennesaw State University Siegel Institute for Leadership, Ethics and Character, Kennesaw, Georgia.
IAAP Conference

Our office manager, Caitlan Shaw, was selected as one of fifteen returning members to receive a 2017 scholarship from the International Association of Administrative Professionals Foundation to attend the 75th Annual IAAP Summit. Caitlan traveled to New Orleans this past July to attend the Conference and to be honored as a scholarship recipient. Her most memorable moment is participating in the Parade of Nations ceremony, where she carried a flag from one of the forty countries that are represented by IAAP members. IAAP Summit is the perfect place for any admin to recharge their batteries by learning new leadership techniques, technical skills, and networking skills. Way to go Caitlan!

Recent Publications


Spring 2018 Course Schedule:
ILEC 8800- Foundations of Ethics* (3)
ILEC 8850- Ethical Leadership in a Global Context* (3)
ILEC 8920- Current Issues for Women in Leadership* (3)
ILEC 8940- Directed Study in Leadership and Ethics (3-6)

*Online Course
** Taught as a hybrid

Summer 2018 Course Schedule:
ILEC 8810- Foundations of Leadership* (3)
ILEC 8910- Technology and Ethics* (3)
ILEC 8900– Corporate Social Responsibility (3)
ILEC 8980– Leading and Shaping an Ethical Culture* (3)
ILEC 8940- Directed Study in Leadership and Ethics (3-6)
Fall 2017

Faculty Member Highlight:
Dr. Scott Quatro

Can you tell us a little about yourself and your background in human resources management and organizational development?

From a very early age I have been naturally curious about human behavior in organizational settings, even back in middle school. That curiosity has grown over time. Pushing me forward all the way to the "finish line" of completing PhD-level studies in Human Resource Development. For example, when I walk into a fast food restaurant (a tough industry...) I immediately begin observing the employees. Wondering why they do the things they do? Why they don't do the things they don’t do? There's always mechanisms and practices and philosophies embodied by leaders/managers behind most of the employee behavior. I am compelled to help organizations make all of that more optimal. In ways that "unlock" the amazing capabilities in every employee. By the way, if you don't think that's possible in the fast food industry I suggest visiting an In-N-Out location (admittedly hard to accomplish if you don't visit the West coast) at some point in your life. And simply watching the employees. You'll become convinced very quickly.

What sparked your interest in human resources management and organizational development?

For some reason that spark is simply hard-wired into me. It truly goes way back. I just "naturally" always knew that human capital makes all the difference. More so than material capital or financial capital. And the increasingly empirical evidence is bearing that out... that is, HR and OD have significant impact on organizational prosperity and performance. The spark is also strongly fanned by my personal faith and worldview, which tells me that work is a "natural activity" and the business is intrinsically "good" for the world. So when employees are holistically engaged in their work, businesses bring more of their intrinsic "good" to bear on the world. Including profitability!

How did you begin your consulting career, and what led to you consulting for such a large variety of companies?

It often starts by stating the obvious. For example, I recently said to the CEO of a bank (now one of my clients) that "banking is easy, but employee behavior is complex." He laughed...and then put his head in his hands and nodded. So, I ask questions and say things that often no one else in the company can ask or say. And I "keep it simple stupid." I help senior executives get clarity on foundational truths of corporate effectiveness and performance. Such as the critical role that employee alignment around mission, values, and vision plays in driving long-term performance and profitability. That get's their attention. And resonates across any industry context.

What inspired you to begin working in the field of leadership?

Put simply, leaders make all the difference in the world. But it's not about them at all. Such an "irony." They absolutely must be effective. But not for their own good. It's about the good of every other person that works for their company. The leaders at Wells Fargo would have been well served to remember this irony when they endured their recent hardship. Instead, they blamed employees and selfishly protected their leadership roles, and deflected to those "bad employees" all the blame for the unethical and even illegal business practices of the bank. It's never that simple. If I can play a small role in leaders being more equipt to not lead in this way, then amen.

What kind of ethical dilemmas do you see in your profession?

Many and varied - but rarely are they issues of clear "right or wrong." Or put more colloquially, they are rarely issues of "black or white." Most often, they are issues of "gray." Meaning that there are a multitude of possible decisions and actions that would be considered "ethically sound" by most others. So, what matters is if the leader herself see the decision and action as ethically sound. Especially if it's a "gray" issue. For example, was it ethical for Steve Reinemund to make workforce diversity his parting legacy as President and CEO of PepsiCo? Even setting aggressive "diversity" hiring targets for Manager-level and above roles at the company? And intentionally mentoring and essentially hand-picking Indra Nooyi (the first female, Indian-national to serve as CEO of a Fortune 500 company) as his successor? I say yes. And clearly so would Mr. Reinemund. But others might say no. So...it's a gray area. Most ethical dilemmas (e.g. advancing workforce diversity, maximizing profitability, offshoring, brand management and advertising tactics, executive compensation design, advancing environmental sustainability) for corporate leaders fall in this sort of gray zone. And that actually makes those dilemmas all the more critical.