Barriers To Ethical Judgment And Moral Leadership

Making an ethical decision would seem to be straight-forward: Consider the potential consequences of the decision, determine the options, and then act based on sound ethical principles. Yet many organizations fail to act ethically, often because individual decision makers are swayed by powerful forces within the culture of the organization to act in ways incongruent with sound ethical principles. In Chapter 3 of *Moral Leadership*, Messick (2006) wrote about forces that act on decision makers, identifying three specific barriers to ethical judgement and moral leadership. Critically analyze and evaluate these barriers and Messick’s arguments about how and why they occur, applying your understanding of the barriers to your own workplace or to an organization with which you are familiar.

Critically review and analyze Messick’s three barriers to ethical judgment and moral leadership, supporting your analysis with additional academic literature. Discuss how some or all of these barriers are exhibited within the organization you have identified to profile. Additionally, identify any other barriers that may have implications related to ethical judgment and moral leadership within this organization. What are the impacts of these barriers on organizational constructs such as culture, teamwork and decision-making? What recommendations do you have for leaders and managers in the organization to overcome these barriers?

In addition to required readings and any websites from which you access information, reference *at least* *four additional academic sources* (academic journal articles) to support your analysis, evaluation and recommendations.

APA formatting – please focus on cited information I struggled with that last week – here are two of the references that must be used – the other four additional sources you can choose

Hartman, L. P. & DesJardins, J. R., & MacDonald, C. (2017). *Business ethics: Decision-making for personal integrity & social responsibility (4th ed.).*  New York, NY: McGraw-Hill. **– Chapter three above is from this reference**

Rhode, D. L. (Ed.).  (2006). *Moral leadership: The theory and practice of power, judgment, and policy*.  San Francisco, CA: John Wiley & Sons.