

## Ethics Essay

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Shodor Apprentice

To deal with the issue of a work team that has its own problems I would need to approach the situation very carefully. I would start out by bringing the team in for a meeting and status update. I need to balance the needs of the Company over the needs of the workers. If we don't get our job done we lose out on 19 million dollars. However, each of my coworkers is faced with their own issues at home. Troy is in need of money, Susan need to be at home with her family, Andy is going through a divorce, and Shanetta could possibly leave if pushed too hard. They have all been working very hard and long hours. I need to treat each person equally and with integrity. I have to appeal to them and make them want to help out with the company.

First I would have to deal with Troy. I would talk to each person individually so they feel like they are not pressured by the group as a whole. Noting Troy need for money I would remind him that he works for the RED company. If he focuses all his efforts for a short while on this project and achieve the 19 million, it would free up more money for his salary. Reminding him that he works for the RED company would have to be said in a way that wasn't threatening but more to make him realize that he is wasting the company's valuable time on his needs. Its also very important to keep in mind that money is a very serious issue in many of our lives and some don't want to talk about it. It would be easiest to come to him as this project as an opportunity to gain more income and if he shows real interest in the company that it would go along way in him getting a pay raise or promotion.

Next I would call in Susan. All of the other team members would still be working not sitting around waiting for their names to be called. Susans situation is far different from the rest of the teams. The first thing to discuss with her is her conduct with Troy. I would thank her for her extra work on the project and ask her to help in any way she can. She has less time than the other members but she is not in any financial crisis or family trouble. I would see when she has available time, whether it be on the weekends or coming in earlier. After I talk with all the other team members I would create a plan that would be in the best interest of everybody.

Andy is another delicate situation. Divorce is very demoralizing and it affects all aspects of the persons life. It is very hard for me to talk with him about it because it is so personal. I would tell him that if he needs to leave to deal with it I would allow him to go but expect him to make the time up. He should also plan for these things to fall on a weekend but if thats not possible then he should come in on a Saturday or stay late each time. If he feels like he can't function at work because of this and needs to take a leave of absence he would be allowed to do so but if would reflect on his position when he got back. Again said in a not threatening tone, but instead just reminding him and making sure we our on the

right page.

Shanetta would then be called into my office. She is a very useful employ because of her drive and talent. She also has needed experience and is a great improvement. She however will leave if she feels pressure. I can't ask her to do much because she will leave but I can't ask her to do too little because we need her. I need to be honest, I would tell her my situation. I need her to help us get the project finished on time. I would explain that if she pulled her weight and we got the prize it would be a great start to promising career in the RED Company.

After discussing each individual's problems the team would come back together so could make a schedule for the work. Hopefully everyone would be motivated by this opportunity to help their own careers and we would get the job finished on time.