



VALUES BASED LEADERSHIP WORKING GROUP MEETING

Date: Tuesday, March 24, 2015 • 11:30AM – 1:00PM
Location: Nexsen Pruet Offices
55 E. Camperdown Way; 4th Floor
Greenville, SC 29601

Topic and Format

Topic: Managing Mistakes

Format: Facilitated conversation. We want everyone to be part of the conversation. Please consider the topic statement below with an eye to sharing something about how you have dealt with such matters so that others can learn from your experience.

Agenda

Welcome and Introductions

Dr. Daniel Wueste
Clemson University,
Rutland Institute for Ethics

Robert J. Rutland Institute for Ethics: Values Based Leadership

VBL Topic

All

- Leaders may face a significant challenge when people in their organization make mistakes. The situation may be very complicated. After all, such mistakes come in all shapes and sizes, and the “fallout,” which also comes in various forms, may be either internal or external, or both. A response may raise issues of reputation or organizational integrity, or fairness, for example, and the stakes may be quite high.

A Discussion Prompt

- How should a leader respond to discovery of “puffery” or blatant misrepresentation in the resume of a current employee or executive?

Tom Zagenczyk

Tom Zagenczyk
Clemson University

- Professor of Management, Clemson University will be on hand to offer some observations on the discussion and answer questions based on his research in this area.

Summative Discussion

- Summarizing key points in the conversation

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Next Steps

- Suggest and discuss topics desired for upcoming sessions.

Adjourn

We are very grateful to John Hardaway and Nexsen Pruet for providing the venue for this meeting of the Values Based Leadership Working Group.



Tom Zagencyk

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Management

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•Educational Background

Ph.D Business Administration
(*Organizational Behavior & Human Resource Management*)
University of Pittsburgh 2006

BS, BPhil Business Administration
University of Pittsburgh 2001

•Research Interests

1. Employer-employee relationship (perceived organizational support, psychological contracts)
2. Leadership (leader-member exchange, abusive supervision)
3. Social networks (social influence, relationship between network position/characteristics and outcomes)
4. Personality in the workplace (Machiavellianism, Narcissism, self-control)

Profile

Tom Zagencyk is an Associate Professor in the Department of Management at Clemson University (PhD, Katz Graduate School of Business at the University of Pittsburgh, 2006). Tom has taught undergraduate and graduate courses Organizational Behavior and Human Resource Management in the US (Clemson University, West Virginia University, University of Pittsburgh) and China (Linyi Normal University, Sichuan International Studies University) and provided training sessions in negotiations for Michelin North America.

Tom also served as the Graduate Program Coordinator for the Department of Management at Clemson from 2013-2014. He was awarded the Emerging Scholar Research Excellence Award (2011-2012), the Graduate Teaching Excellence Award (2007-2008) for the College of Business and Behavioral Science and the MBA Professor of the Year award (2007-2008). Tom is a member of the editorial boards for Group and Organization Management, the Journal of Business and Psychology and the European Journal of Work and Organizational Psychology.
