

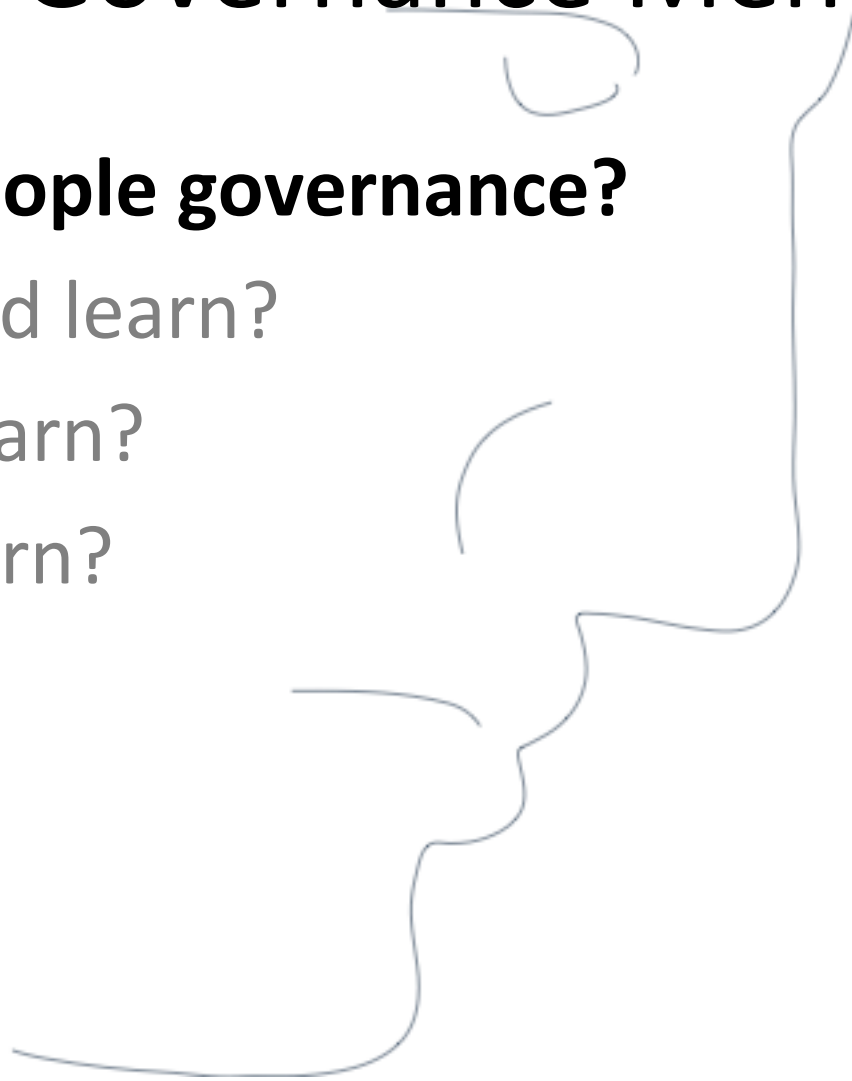
People Governance Mentoring:

act – learn - share

Hans Donckers
23 February 2010, UCL

People Governance Mentoring

- **What is people governance?**
- Who should learn?
- What to learn?
- How to learn?
- Reflection



What is people governance (1/2)

- Definition:

People governance can be defined as the implementation of ethical principles and attitudes that lead to the **integration of people-related questions in all stages of the decision-making process** by the governing bodies of the company in view to leverage sustainable growth. It makes it possible to act coherently and to strengthen all the human dimensions connected to the internal and external activities of the company.

- Whatever you do, make sure it's human(e)

- *Strategic and transversal*
- *Ethical in intentions AND consequences*
- *It's all about behaviours*

What is people governance (2/2)

- Theory: thin morality
- Responsibility: thick morality
- R. Edward Freeman:

Four Principles of People Governance:

- Stakeholder principle
- Complexity principle
- Responsibility principle
- Leadership principle

- Keywords: values, people, leadership

People Governance Mentoring

- What is people governance?
- **Who should learn?**
- What to learn?
- How to learn?
- Reflection

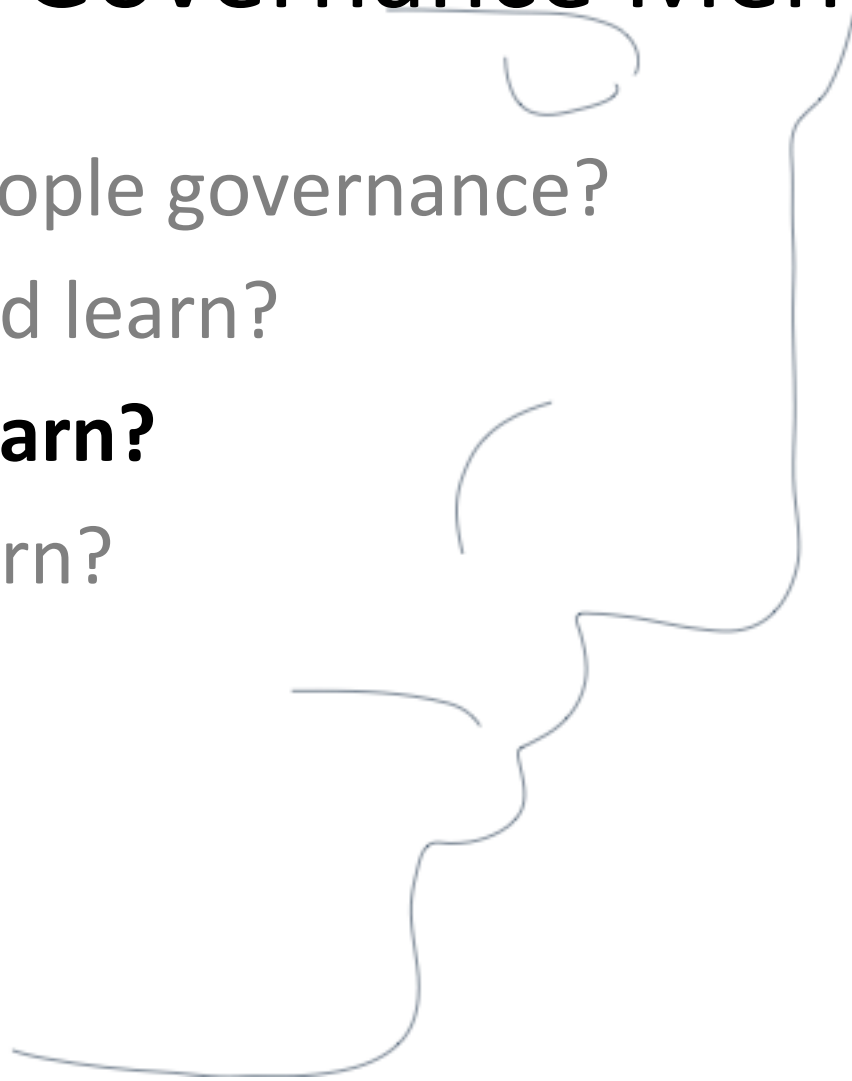


Who should learn?

- Given the definition: everyone!
- The Epegon focus is on decision makers and on those who support them – because of their impact on the ‘community at work’.
 - Top down
 - gatekeeper
 - set the example
 - Yoyo principle

People Governance Mentoring

- What is people governance?
- Who should learn?
- **What to learn?**
- How to learn?
- Reflection



What to learn? (1/2)

- There's not much to learn ... except asking yourself the right questions...

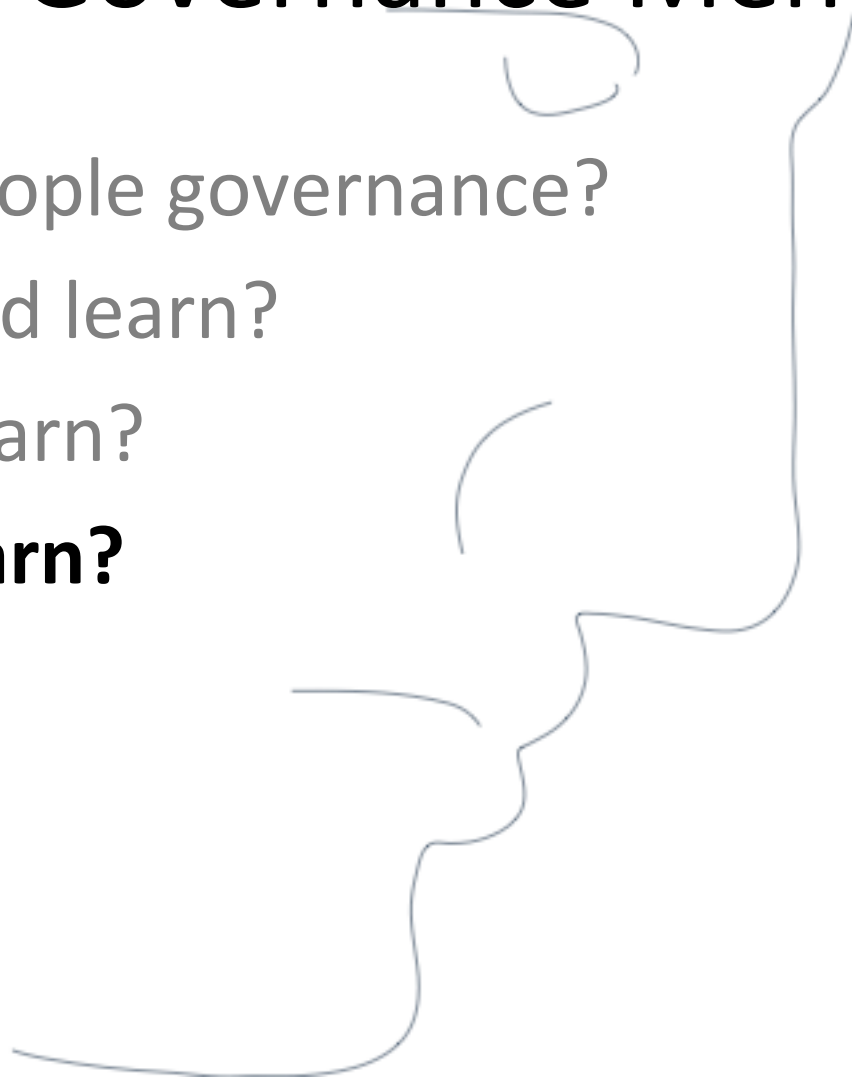
Would you use your behaviour as a CEO to teach your children about ethics ...

What to learn? (2/2)

- Three steps learning journey
 - Who am I as a leader?
 - individual/leader?
 - in terms of values (moral agent)
 - as is vs. to be?
 - How do/should I act?
 - what do I create?
 - how to evolve from awareness to action?
 - How can I inspire others?
 - foster ethical behaviours in others
 - empowerment: community of moral agents

People Governance Mentoring

- What is people governance?
- Who should learn?
- What to learn?
- **How to learn?**
- Reflection



How to learn?

Learning cycle (ALSA')

- Act
 - It's the behaviour, stupid!
- Learn
 - through models and concepts
 - but even more through self reflection
- Share
 - get feedback & pushback
 - inspire
- And act again ...

People Governance Mentoring

- What is people governance?
- Who should learn?
- What to learn?
- How to learn?
- **Reflection: Why should I be moral?**

The sustainability of sustainability

“People who are interested only in reward will behave ethically when it suits their purpose, but they will go astray whenever the incentives change.”

Economist.com Search Economist.com Log in: e-mail Password Requires subscription Remember me

Monday June 15th 2009

- Home
- This week's print edition
- Daily news analysis
- Opinion ▶
- World politics ▶
- Special reports
- Business**
 - All business
 - Business this week
 - Management
 - Business education
- Finance and economics ▶
- Markets and data ▶
- Science and technology ▶
- Books and arts ▶
- People ▶
- Diversions
 - Audio and video ▶
 - The World In ▶
 - Research tools ▶
 - Country briefings ▶
 - My account home
 - Newsletters and alerts ▶
 - Print subscriptions ▶
 - Digital subscriptions ▶
 - Classifieds and jobs

Business

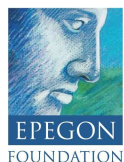
Corporate social responsibility

A stress test for good intentions

May 14th 2009 | LONDON AND SAN FRANCISCO
From *The Economist* print edition

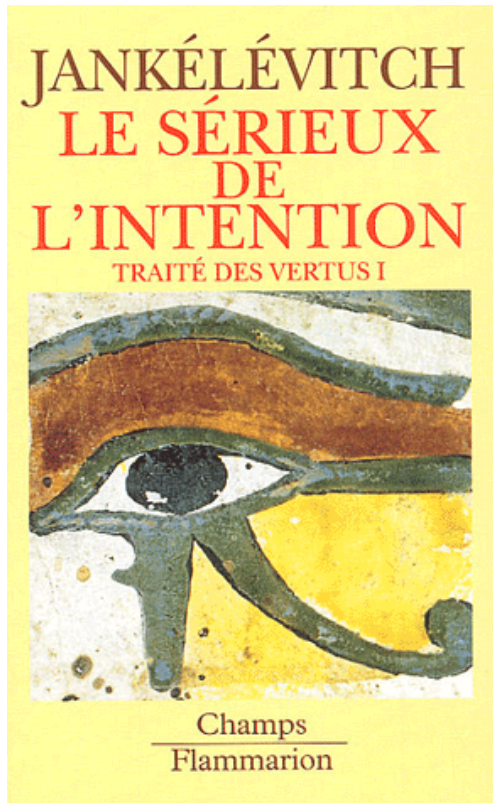
The recession is a test of companies' commitments to doing good

Illustration by Claudio Munoz



EPEGON
FOUNDATION

People governance: quid vs. quod



Vladimir Jankélévitch:

*Qu'il faut **faire** le bien.*

C'est à **moi** de le faire ... maintenant.

Contact details

hans.donckers@epegon.eu

www.epegon.eu

www.thegovernancementor.com

