Giving Voice to Values

How to Speak Your Mind When You Know What's Right

By Mary C. Gentile

"Mary Gentile's *Giving Voice to Values* is a clarion call to the new generation of leaders to put their values in practice in the workplace. Its timely and thoughtful message is precisely what the corporate world needs now."—Bill George, Professor of Management Practice, Harvard Business School and former CEO, Medtronic

Babson College business educator and consultant Mary Gentile draws on actual business experiences as well as social science research to challenge the assumptions about business ethics at companies and business schools. She gives business leaders, managers, and students the tools not just to recognize what is right, but also to ensure that the right things happen. The book is inspired by a program Gentile launched at the Aspen Institute with Yale School of Management, and now housed at Babson College, with pilot programs in over one hundred schools and organizations, including INSEAD and MIT Sloan School of Management.

She explains why past attempts at preparing business leaders to act ethically too often failed, arguing that the issue isn't distinguishing what is right or wrong, but knowing how to act on your values despite opposing pressure. Through research-based advice, practical exercises, and scripts for handling a wide range of ethical dilemmas, Gentile empowers business leaders with the skills to voice and act on their values, and align their professional path with their principles. Giving Voice to Values is an engaging, innovative, and useful guide that is essential reading for anyone in business.

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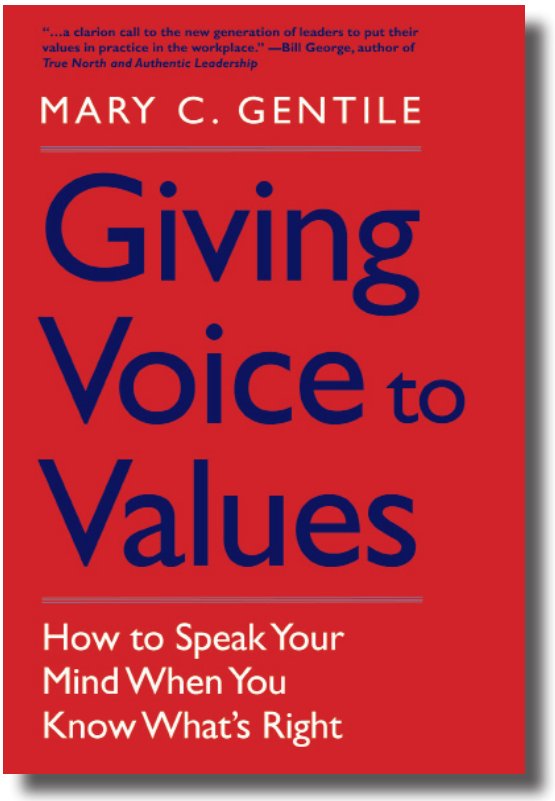

MARY C. GENTILE, Ph.D., consults on management education and values-driven leadership. In her ten-year tenure at Harvard Business School, she developed and taught the school's first course on managing diversity, and helped design and taught its first required module on ethical decision-making. Currently she is director of the Giving Voice to Values curriculum and senior research scholar at Babson College. Her articles have appeared in Harvard Business Review, strategy+business, BizEd, CFO Magazine, and Risk Management, and she has written several book on ethics and diversity. She lives in Arlington, MA.

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