

Langlinais



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Common Threads:

*Troubled vs. Healthy
Environments*

Troubled Environments

Healthy Environments

Gifts and entertainment from vendors are prevalent and expected.

Gifts and entertainment from third parties are rejected, people pay their own way, gifts received are reported.

Rank has its privileges.

The highest level personnel display the strongest financial stewardship.

Incentive compensation plans fuel poor behavior.

Compensation driven by overall organizational success and customer satisfaction.

Potential problems are kicked down the road and dealt with only when necessary.

Anticipated problems are addressed early and on our own terms.

Undisciplined pursuit of growth, chasing illusions.

Realistic goals, and reasonable expectations.

Chilled work environment.

Open communication.

Hubris born of success.

Humility & discipline; problems can and will happen to us just like anyone else.

Checks and balances are lacking, related party transactions allowed, conflicts of interest are ignored.

Zero tolerance for behavior that can compromise the independence and objectivity of a decision-maker.

Fraud is perpetrated on behalf of the organization.

We will not cheat to achieve our goals.