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Ethics Workshop Tests, Energizes Employee Integrity at Work

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How would you respond when asked by a strong-willed manager to “work the numbers” to assure the team looks good? Should you accept Red Sox vs. Yankees tickets from a customer as a thank you gift? Can you pop the cork on a bottle of champagne offered by a vendor who won an RFP?

These were just some of the thought-provoking questions posed at a two-hour workshop last week, “Integrity at Work,” presented by Learning Dynamics of Wallingford, Conn., and in partnership with the Commercial Engines Business Practices Office.

“Employees are constantly faced with making ethical decisions, at work and in their personal lives, and Pratt & Whitney is here to help them through a simple or complex issue,” said Aprile Ricardi, business practices officer for Commercial Engines.



P&W and Learning Dynamics team up to organize the ethics workshop “Integrity at Work.” From left to right: Learning Dynamics President Jim DeMaio, Aprile Ricardi, business practices officer, Commercial Engines, Learning Dynamics Vice President Calvin Morgan, Dick Fair, director, Customer Service, Commercial Engines, Nadia Villeneuve, director, Human Resources, Commercial Engines, Jill Albertelli, vice president, Materials Management, Commercial Engines and Bob Saia, vice president, Next Generation Product Family, Commercial Engines.



P&W Commercial Engines employees participate in roundtable discussions and Q&A.

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More than 160 employees participated in roundtable discussions that followed a series of five ethical vignettes shown on a large screen in the P&W museum. They used “The Six-Question Guideline for Ethical Decision-Making,” a tool that was provided by Learning Dynamics to help them in their critical thinking. Questions such as – Why is this bothering me? – Who else matters? – Is it my problem/responsibility? – Am I being true to myself? – were used to decide, for example, if a marketing department’s decision to beat the competition and launch a new product with a faulty part was an ethical decision.

“Our employees are brutally honest,” said Jill Albertelli during her closing remarks. Albertelli was one of several executives on hand to facilitate roundtable discussions. “They were quick to know right from wrong on most of the scenarios presented,” she said. A pocket size “Guidelines for Ethical Decision-Making” was distributed to attendees to keep with them as a resource for making sound ethical decisions that may impact the company, employees, customers and themselves.

Dick Fair kicked off the morning with a welcome speech that reiterated Pratt & Whitney’s commitment to an ethical culture and that the workshop was a complement to UTC’s Code of Ethics program. “Today is a chance for you to reassess your ethical skills,” said Fair. “Many of us take for granted that ethical decision-making is second nature.”

He reminded attendees that Pratt & Whitney has a zero tolerance for unethical behavior and underscored that employees are not alone in their ethical decision-making process. He encouraged Commercial Engines employees to reach out to their supervisor, business practices officer (like Ricardi), ombudsman, legal and human resources representatives, or use DIALOG.

Let *mysite* editor [Rob McGuinness](#) know what you think of this article.

