

Ethical decision making

Student

Instructor

Course

Date

Ethical decision making(Part 1)

Write your approach based on these examples and/or other good ideas

Companies and organizations should make use of both Ruddell's, and Ethics Toolkit model develops simple guidelines which make it easier for their employees at their different levels in the organizations to be confident in the decisions they make. The guidelines should ensure that the decisions made meet the necessary competing standard to ensure effective and ethical decision making in the organization. For this model to be effective, it has to meet the following realities.

The employee should make decisions at their normal course while doing his work. The organization cannot perform effectively if employees are not trained to make decisions that are consistent with their responsibilities and duties.

For the person deciding to be confident in the soundness of the decision, the decision ought to be tested in line with the organization's policies, values, regulations, and laws. The individual definition of what is fair, right, and sound should be considered.

Briefly describe how ethical decisions are made in your organization. Analyze based on your approach.

For effective decisions to be made in the organization, it must follow the following strategies or steps for them to qualify as the best decisions.

Define the problem. Its the most crucial step in the decision making, one is supposed to determine why the decision is required and identify the intended outcome. How the problem is

shaped helps to understand its causes and the possible solutions to it. How the problem is clearly defined helps to know where to get solutions and alternatives.

Seek relevant guidance, support, and assistance. After determining the problem, the decision-maker is supposed to look for resources that will help in the decision making. Resources here will include people, coworkers, a mentor, external colleagues, and even friends. Considerations should also be made on organizational codes and polices.

Identifying available alternative solutions to the problem: Look for both the positive and negative effects of each alternative. It is hard to find a single solution that will be able to resolve the crisis than all the other available options completely. After identifying the positive and negative consequences, a difference in what you know as a fact and what you believe could be the case should be known.

Making the decision: After a thorough consultation, the decision-maker selects the best alternative for the problem. When working as a team, this is the stage where a proposal is made to the team. The request has a clear definition of the problem

Implementing the Decision: It's the stage when the decision is put into action and observing its effect on changing the problem. The decision effect counts when its implemented.

Evaluate the decision. Every decision is made for solving or fixing a problem by looking for a solution. The final test on a decision is to check on whether it was able to solve the problem or not. Did the pain go away? Was the situation changed appreciably? What new problem did the solution cause?

As a leader, what can you do to instill better decision making approaches in your organization?

Carefully consider certainties before making a decision. When planning to make a choice they can, they can vary from massive to single; always make determine the cinches on the decision as they can support the decision making. A little research is supposed to be done and carefully analyze the certainties associated with it. By checking first on this makes sure that the decision made is the best, hence an improvement in decision making.

Analyze the reason for making the decision when you want to decide on something important you are first supposed to analyze why you need it. There can be a reason or a plan which can affect the decision you make to avoid this and improve decision making. Determine the results which will occur from the decision. That information will help accomplish the reason for the decision and also ensure the choice is the best.

Make sure the decision makes sense. Common sense plays a pivotal role in improving decision making than gut feeling. Common sense will help one determine whether the choice made is right or wrong. When making a decision, make sure it makes sense. The decision may not lead to a positive change, but at least it won't harm others. By considering this, it will lead to an improvement in perfect decision making.

Make a logical decision and not an emotional one. To improve on an effective conclusion, one should not decide as a result of being biased. One should choose not due to anger, sadness, and pride. Emotions are impulsive and lead to incorrect decisions. One is supposed to decide while in a relaxed state of mind. One should control his emotions to make appropriate choices and judgments.

Part 2

Mayer v. Belichick (Thornton et al., 2011, pp. 69-75). Briefly answer the questions at the end of the case (p. 75).

What rules of law and reasoning does the appellate court use in deciding the issue

The Appellate court, after thorough investigations and listening to the complaint, acknowledged that the victim was not Mayer in the case. That meant that he had no right to file a lawsuit against Belichick and the NFL. The court decided that Mayer was supposed to buy a ticket. This resulted in the ruling that he can speak against them and not take them to court. Mayer should have taken into consideration the positive and negative of the choice of filling the case. In this case, the adverse effects affected him a lot. It was not the best alternative according to the ethical solving model on problems. He should have used common sense to weigh on the effects of the decisions. The use of common sense improves decision making and reduces instances of harm as it happened to him.

Does the plaintiff or defendant win on the appeal?

The appellate court dismissed the plaintiff's case. This meant that the defendants were able to win the case. The New England Patriots and their head coach had filed a lawsuit, but they did not win. The team suffered legal damages and was fined \$250,000. Their coach was fined \$500,000. The team faced another blow from the court's rule that they were stripped from their first, second, and third rounds draft picks. New England Patriots should have sought relevant information from professionals on their case before deciding to file the claim. If professional and

expert advice was taken into consideration following the ethical model, that loss of legal damages could not have occurred. The penalties on the first, second, and third draft picks could not have been stripped to the team.

Who is the plaintiff, and who is the defendant?

Carl Mayer worked at the New York Jets company as a season ticket holder; he was the plaintiff. His decision to file a case in order not to buy a ticket was not the best. If he had looked for advice, support, and assistance according to the ethical model of decision making, he could not have faced the backfire. The defendants in the case were The New England Patriots, Coach Belichick, and NFL. They were the ones whom the action was brought against them. The team should have done comprehensive consultations before deciding on dealing with the case.

Did the plaintiff or the defendant win in the lower court(s)? Which party is appealing

Lack of comprehensive consultations led the plaintiff to lose the case both in the lower courts and at the District Court. The district court decided to dismiss the case because the plaintiff did not have any injury and the obliteration of a legal right. This led the defendants to win at the lower courts. The plaintiff was appealing because it was able to appeal from the federal district court to the Federal Appellate Court for the third circuit.