



"Human Resources that builds beyond basics"

STRAIGHT TALK

Honesty and Integrity are increasingly highlighted in organizations as a result of business scandals such as the one that was the demise of Enron. The media coverage was consuming and people around the world began to question the credibility and integrity of the organizations where they worked. Since that time many organizations and individuals have found themselves in the spotlight. Companies, on a global basis are now taking precautions. Organizations are drafting whistleblower policies, creating Ethics officers and implementing government imposed controls in order that they are viewed as an ethical organization by their clients and staff. However, policies and controls are not enough.

There is one key element left - **people**. Based on the book *Absolute Honesty: Building a Corporate Culture That Values Straight Talk and Rewards Integrity* (Absolute Honesty; the book). **STRAIGHT TALK** delivers tools for Board Members, CEO's, Executives and employee teams that create a culture for open communications. It supports communication that is honest and direct at all levels. This is training every organization would be well advised to deliver internally.

"The corporate world needs to regain credibility and this book will help to achieve that. It should be on every manager's desk." - Rudi Lamprecht, Member of the Managing Board, Siemens AG

Absolute Honesty identifies "six laws of absolute honesty". The sixth is **"Build a Platform of Integrity"**. Whether you sit on the Board of Directors, are the CEO or a member of the Senior Executive, you must know what is really going on in your organization. You need your work environment to encourage **STRAIGHT TALK**. The Ethics Resource Center recently published an article entitled The Key Role of HR in Organizational Ethics. As an organization that delivers on HR strategies, we are pleased to announce that HR Construct is now the official Canadian Distributor for **STRAIGHT TALK**, a training package whose time has come.

"The timing couldn't be better! ABSOLUTE HONESTY is the road map to a culture of corporate integrity. Thanks for reminding us how easy it is to have integrity." - Nancy Veno, Human Resources Director, DuPont

"ABSOLUTELY HONESTY makes timeless principles timely, affirming what most of us already know: integrity, honesty and consistency are the foundations of communication. But Johnson and Phillips' work goes beyond principles to actions. Their 'Six Absolute Honesty Laws' offer specific guidelines to follow and actions to take to ensure a candid and truthful culture." - Dave Ulrich, Professor of Business, University of Michigan (named #1 Management Educator and Guru by Business Week).

There are many program delivery options available including facilitated on-site sessions or train the trainer sessions. There is also a product created specifically for Board Members and CEO's.

For more information regarding how to help create and foster open communications and work proactively to avoid governance issues **CALL US**.