

Ethische Aspekte In Der Leitbildentwicklung - Verena Rumpel

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Ein offizielles Leitbild besitzen immer mehr Organisationen. Im Deutschen werden derartige Dokumente oftmals auch Organisationsleitbild, Organisationsgrundsätze, Organisationsphilosophie oder Organisationspolitik genannt. Organisationen sind keine leitbildlosen Handlungsräume. Es gibt in jeder Organisation Leitbilder, die die Wahrnehmung, das Denken, Entscheiden und Verhalten der Mitarbeiter und Führungskräfte beeinflussen. Entscheidend ist allerdings zu fragen: Wie werden sie wahrgenommen Welche sind es' Wie viele verschiedene gibt es' Worin bestehen die Differenzen zwischen vorhandenen und gewollten beziehungsweise verkündeten Leitbildern Anzunehmen Leitbilder gibt es nur dort, wo offiziell darüber gesprochen wird, wäre ein Trugschluss. Auch und gerade wenn, sie zunächst verborgen sind, wirken sie. Sei es in Entscheidungsprozessen des Managements oder den Wahrnehmungsmustern der Mitarbeiter. Ein weiterer Irrtum wäre es zu denken, alle Mitarbeiter einer Organisation folgen automatisch dem gleichen Leitbild. Leitbilder können nach verschiedenen Aspekten gestaltet, jedoch nie gemacht werden. (Vgl. Buber, R./ Fasching, H. (1999), S. 19.) Da hier speziell auf die ethischen Aspekte in Leitbildern eingegangen werden soll, folgen nun einige Definitionen in denen diese Komponente handlungsleitend zu sein scheint. Studienarbeit aus dem Jahr 2004 im Fachbereich Pflegemanagement / Sozialmanagement, Note: 2, Fachhochschule Würzburg-Schweinfurt, Würzburg, 3 Quellen im Literaturverzeichnis, Sprache: Deutsch.Author: Rumpel, Verena Publisher: GRIN Verlag Illustration: N Language: GER Title: Ethische Aspekte in der Leitbildentwicklung Pages: 00019 (Encrypted PDF) On Sale: 2006-01-01 SKU-13/ISBN: 9783638463867 Category: Business & Economics : General

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