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“Defining moments” occur when managers face business decisions that trigger conflicts with their personal values. These moments test a person’s commitment to those values and ultimately shape their character. But these are also the decisions that can make or break a career. Is there a thoughtful, yet pragmatic, way to make the right choice?

Defining Moments: When Managers Must Choose Between Right

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Drawing on philosophy, literature, and three case studies that reveal the increasing complexity today's managers face as their careers advance, Defining Moments provides tangible examples, actionable steps, and a flexible framework that you can use to make the choices that will shape not only your career, but your character.

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Right eBook: Badaracco Jr., Joseph L.: Amazon.co.uk: Kindle Store

Defining Moments: When Managers Must Choose Between Right

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January 1, 1998 / First Quarter 1998 / Issue 10 (originally published by Booz & Company) Defining Moments: When Managers Must Choose between Right and Wrong by Joseph L. Badaracco Jr. Thoughtful managers sometimes face business problems that raise difficult, deeply personal questions.

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Defining moments are important according to Professor Badaracco in that they reveal basic values, test the strength of commitment, and shape the character of both individuals and organizations. To illustrate these points, Professor Badaracco uses three case studies. Each involves conflicts between competing moral imperatives confronting managers at different levels of seniority. For the purposes

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"Defining moments," according to Badaracco, occur when managers face business problems that trigger difficult, deeply personal questions. In deciding how to act, managers reveal their inner values, test their commitment to those values, and ultimately shape their characters.

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When Business and Personal Values Collide "Defining moments" occur when managers face business decisions that trigger conflicts with their personal values. These moments test a person's commitment to those values and ultimately shape their character. But these are also the decisions that can make or break a career.

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Right and Right
and absent of ethical jargon, Defining Moments gets to the core of what makes being a manager so difficult, as it explores what it means—and whether it's even possible—to be a successful manager and a thoughtful, responsible human being.

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