

YOU'RE OUT!

WHO SHOULD BE HELD ACCOUNTABLE?

LEADERS? EMPLOYEES? BOTH?

Major League Baseball (MLB) uncovered one of the biggest cheating scandals to hit the sport in more than 100 years following a whistleblower account published by the news media.

MLB determined that the elaborate rules violation scheme by the Houston Astros was “player-driven and player-executed.” But, the punishments handed down by MLB were against team management and leadership. No players involved were punished for breaking the rules.

Similar to the business of baseball, corporate America continues to experience scandals at both the leadership and employee levels – from financial fraud allegations leveled against the CEO of Nissan to the thousands of employees at Wells Fargo who set up phony customer accounts to meet sales goals.

What does it take to change individual behavior and an organizational culture that enables cheating?

HERE'S WHAT AMERICANS THINK ABOUT THE MLB SCANDAL.

Cheaters must be held accountable for their behavior.



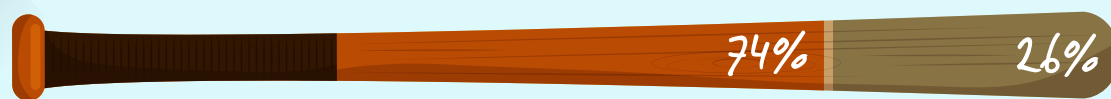
90% of Americans say that players who broke the rules should be punished.

Just holding leadership accountable for bad behavior won't fix the problem.



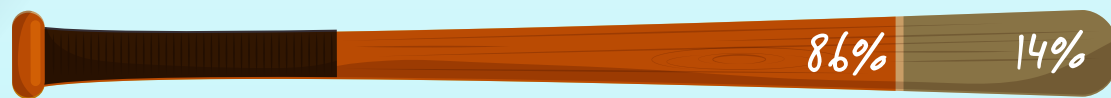
Less than half say that holding leadership accountable for player bad behavior will result in correcting the behavior.

Punishing leadership will help change culture.



About three-fourths agree that punishing leadership will result in changing the organizational culture that enabled the cheating in the first place.

Strengthening whistleblower programs can help with early identification of problems.



86% say that employers should strengthen whistleblower programs to encourage early identification of problems before things escalate.

Agree Disagree

THE LESSONS OF THE MLB SCANDAL FOR CORPORATE AMERICA?

It's important to hold both leadership and employees accountable for bad behavior and to uphold organizational culture and values. And, strong whistleblower programs can help address unethical behavior before it escalates into a public scandal that harms your reputation and financial bottom line.



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