

## **Workshop: Towards a human centered paradigm for executive education**

The Workshop commenced with a round of introductions of the participants as well as the program for the workshop. The program was based on providing a brief introduction to the three stepped approach to Humanistic Management<sup>1</sup> before moving on to exploring the two Executive Education initiatives the Humanistic Management Center is currently engaged in.

These are firstly the founding of an Executive Education Institution we are jointly launching with the Global Ethics Institute at the University of Tübingen. This new entity is called *Ethics First* and our claim is *empowering responsible leaders*. *Ethics First* is an Executive Education Program to enhance the ethical competence of corporate leadership. The objective of the program is to enable globally operating firms to deal proactively with the challenges of moral, social, and ecological responsibility.

Our second initiative in the Executive Education arena is a publication that will come out late 2015 in the Humanism in Business Book Series at Palgrave Macmillan<sup>2</sup> For this edited volume we asked for contributions answering to one of the following three questions which will also form the main structure of the book.

- Why Executive Education?
- What content in Executive Education?
- How to deliver Executive Education?

Upon the introduction of those three questions a lively discussion took place. Some of the main themes were questions of moral de-learning when going through a traditional management and economics education. The importance of bringing real life examples and testimonials into the classroom also played a role as well as enhancing the perceptions on the relevance of ethical competence in management. An additional dimension that resonated strongly with participants was the theme of spirituality and the profound need among executives to align personal values with meaning- and purposeful work. Broad consensus existed in the workshop that, by and large, economic and business teaching is both out of date and out of tune. Neither societal nor businesses expectations regarding the skills graduates ought to acquire during their studies in both graduate and executive education are being met. Too strong is the focus on absorbing technical knowledge and too weak the focus on strengthening skills and enhancing reflective capacity.

In summary this workshop was equally inspiring as it was insightful and we have gained much new input to further our work in providing executive education to empower responsible leaders.

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<sup>1</sup> [www.humanisticmanagement.org/about\\_humanistic\\_management](http://www.humanisticmanagement.org/about_humanistic_management)

<sup>2</sup> [www.humanisticmanagement.org/knowledge\\_center/books](http://www.humanisticmanagement.org/knowledge_center/books)