CALL FOR NOTES (papers)
from and for the Young Managers Ethicality Researchers (YMER) participants of a worldwide network, and for presentation on the First YMER 2011 conference of The Bogdan Janski Academy in Warsaw, Poland, on the Pope’s Social Teaching and Management Education.

POPE JOHN PAUL II to managers

Competitive productivity and higher social benefits through work ethicality

The Conference will be conducted by:
YMER organizers at The Bogdan Janski Academy, Faculty of Management, Warsaw, Poland, October 21-22, 2011

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The Bogdan Janski Academy in Poland,

### REFERENCES

- **CONFERENCE COMMITTEE**
  - **As ORGANISERS and PRESENTERS – YMER participants:**
    - Kamila Chamczyk, Zyta Domańska, W. Jedrych, Karolina Laskowska, Marzena Kuszaj-Milewska, Edyta Manikowska Robert Milewski, Joanna Nowicka, Michał Potryalski, Kamilla Skiba, Aleksander Sobolewski, Iwna Sosnowska, Jacek Strzyżewski, Urszula Witak, B. Woźniak,
  - **As ADVISERS:**

### CONFERENCE SPONSORS

- The Bogdan Janski Academy in Poland,

### NOTES SUBMISSION CRITERIA

Send a two page NOTE on YOUR study, spreading and application, as described in this CALL. If the NOTE is on “spreading” with research done, please include the thesis, method and the research findings. Make a synthesis which will be presented at the Conference in Warsaw by the Warsaw YMER organizers. Please attach one paragraph biography that includes institutional position and affiliation, recent publications, if any, research interest, practical experience, the degree of study.

### SUBMISSION INFORMATION

Sharing of NOTES among the researchers is **instant and continuous**, containing their research findings - will be the basis for mutual creative inspiration. The request of our Rector is “We are aiming our proposal at the researchers that are interested in instant and continuous mutual sharing of brief NOTES containing their research finding on how to grow the social and economic effects due to so called ethicality standards, in means how to make impact on productivity growth through ethical behavior of managers and employs in business and non business organizations. **Mailing of your first NOTE is automatically your application to become the YMER participant.**

NOTES you like to be presented on the First YMER conference in Warsaw, please mail before October 15, 2011. For your NOTE which has to be added only to the conference proceeding materials – mail it before 15th November 2011. Submission of your CASE for the publication in ‘Work Ethicality Guidance + CASES in Europe’ please send by January 31, 2012.

All submissions should be sent to: Jerzy Donarski, Faculty of Management, Bogdan Janski Academy, Elektronowa 2, Warsaw 03-219, Poland, or by e-mail: jerzy.donarski@janski.edu.pl
**Dear Young Managers Ethicality Researchers (YMER)**

**at Universities and Business Schools**

**become YMER network participants**

The wish of John Paul II "to study, spread, apply..."

Blessed John Paul II, Pope, has expressed the wish in His Encyclical *Centesimus annus* to study, spread and apply the social teaching...". During the Young People World Days (from all continents) in Czestochowa, Poland, in 1991, HE told: “Receive the Holy Spirit! Infiltrated by the power, which comes from Him, become the builders of a new world, another world, based on truth, on justice, on solidarity, on love". There is still need to improve the "bridge" between the managers' business practices and the social teaching in the education of current and future managers.

If you like to fulfill his wish and if you seek to grow social and economic effects through work ethicality (“ethicality” means simply the degree of application of the “PRINCIPLES of ethical work” by managers and employees) at an organization you are in or will be in, please try to apply the innovative method and tools for managers, developed as result of our research findings, which is presented in the two documents (further two are in preparation):

1. **POPE JOHN PAUL II to managers** *(JPII m)*
   

2. **Work Ethicality Standard EC1000(Exposure draft)** *(WES)*
   

3. **Productivity & Ethicality. Research findings-synthesis**, will be ready end of 2011

4. **Work Ethicality Guide + CASES in Europe**, will be ready printed May 2012
   
   (With cases of the YMER participants), proposed for the world wide congress in Warsaw, 2012

Creation of the YMER network aims to speed up the research process to bring benefits for society from "bridging" Economy with Ethical dimension and in this way to better meet the spiritual and material needs of people and to respect their basic rights. The immediate aim of the YMER network is to help the ethicality researchers in Europe to speed up the process of finding correlations between high work ethicality and a competitive productivity. Continuous mutual exchange of NOTES on the research findings for mutual creativity inspiration, to share not to sell, is an imperative assumption of YMER network. “Young managers” means the research students and research assistants. Research fellow comments are highly welcomed. Therefore we seek your NOTES produced in the following way:

1. Study ‘JPII m’ document and write NOTE on “My core PRINCIPLES (values) which I will apply to my future managerial role”
   
   Start the study on page 39-40 and 43 of the (JPII m).
   
   - Within few minutes you can make a brief ethical self-reflection on the one most important PRINCIPLE of ethical work for you to follow in your current or future business.
   
   - Select few (at least 5) PRINCIPLES of ethical work, that can be seen as core values (out of the total 53 formulated on the Pope’s Social Teaching for managers) as the most important in making manager’s business practices effective, ethical and socially responsible. Go back to Pope’s genuine Encyclical text indicated at each PRINCIPLE, as (CA…). Write not more than 2 pages of your understanding of Pope’s text on ‘WHY each PRINCIPLE has to be applied by a manager’. Asses, if possible, the resultant social benefits and economic effects and add your personal opinion comments.

   We will present your NOTE’S synthesis on our YMER conference with your name as the author, on the 21st October 2011. Your NOTE will be included in the conference proceedings which will be available on the internet by the end of December 2011.

2. Do research and share your findings (spread) by organizing meetings, seminars or conferences. Write a NOTE on your research

   To do the research please use the second referenced document (WES). This will involve doing a research exercise among the mgt students of your group or even of the whole department. We are doing it successfully at our university. Use the “QUESTIONAIRE for managers” on page 54-56. Summarize findings. You will discuss with them the proposal for core values and the reflection about the impact on business competitiveness and on work productivity. Share the findings and your conclusions with the group. Write a ‘Note on research’ and e-mail it to the YMER network members. On doing so you will be privileged to receive from the YMER center at The Bogdan Janski Academy research done in 30 organizations recently.

   To spread wider – initiate an YMER group meeting in your research unit, to share and discuss the views on the deep sense of Pope’s social teaching directed at managers.

   You can initiate an YMER seminar or even an YMER conference. The 22 October, is announced by Pope Benedict XVI as the bl. John Paul II, memory day. You may like to initiate to establish an YMER center at your University or Business School.

3. Apply in education of managers. Write NOTE on application in Management Education

   As research assistant, in agreement with the lecturer, you may apply the (WES) for exercises in topics like “ETHICS IN MANAGEMENT, BUSINESS ETHICS. It is based on 177 PRINCIPLES of ethical work, formulated on Pope’s social teaching, on research and documents of European Union, allocated into 26 management problems fields and these cumulated into five decision making areas: MISSION, PRODUCT/SERVICES, TECHNOLOGY, PERSONAL POLICY, FINANCE POLICY. Include the research findings of other YMER participants. Through the YMER network we may develop together the method of diagnosing “social responsibility” of organization’s CREW according to ISO 26000 by using the (WES) for managing the CSR strategy.

4. Apply to research of work ethicality for management and business practices. Write a NOTE on CASES of application

   As a research student, for Your MBA diploma work, you may use the (WES) to make ethicality and productivity research, in any organization.

   As a current manager you have management tools ready made with four phases of ethicality growth needed to: MEASURE ethicality and productivity, to PROJECT the growth, to schedule IMPLEMENTATION and finally to EVALUATE the growth of personal and social benefits, competitive productivity and other effects in business.

   The best CASES will be published in the “Work Ethicality Guide + CASES in Europe”.

   Later, when the first YMER participants will be registered, you will find further information on: www.janski.edu.pl