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Companies are spending a great deal of time and money to install codes of ethics, ethics training, compliance programs, and in-house watchdogs. If these efforts worked, the money would be well spent. But unethical behavior appears to be on the rise. The authors observe that even the best-intentioned executives may be unaware of their own or their employees' unethical behavior.

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Ethical Breakdowns. ... The author, a professor at Harvard Business School, thinks both beliefs are misguided. In organizational life, she says, some failures are inevitable and some are even good ...

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In their Harvard Business Review article "Ethical Breakdowns," authors Max Bazerman and Ann Tenbrunsel write that intentional malfeasance is rare, but "Much more often, we believe, employees bend or break ethics rules because those in charge are blind to unethical behavior and may even

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money into ethics training and compliance programs, but unethical behavior in business is nevertheless widespread. That's because cognitive biases and organizational systems blind managers to unethical behavior, whether their own or that of others. April 2011 Harvard Business Review 61 HBR.ORG

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