



CENTER FOR CATHOLIC STUDIES

TO: WBC AND MICAH PARTICIPANTS
FROM: MONSIGNOR RICHARD LIDDY
SUBJECT: A ROLE MODEL FOR MODERN MANAGEMENT; WHY WAGES AREN'T GROWING
DATE: NOVEMBER 2017

- **Welcome and Self-Introductions**
- **Woodstock Business Conference Mission Statement**
 - The Mission of the Woodstock Business Conference is to establish and lead a national and international network of business executives to explore their respective religious traditions in order to assist the individual executives:
 - To integrate faith, family and professional life,
 - To develop a corporate culture that is reflective of their religious faith and values and
 - To exercise a beneficial influence upon society at large
 - The Conference, grounded in the Roman Catholic tradition, welcomes believers who are open to and respectful of one another's religious tradition. It is committed to the conviction that ethics and values grow out of one's religious heritage.
- **Scripture Reading Psalm 65**
- **To you we owe our hymns of praise, O God of Zion; to you must vows be fulfilled, you who hear prayers. To you all flesh must come because of wicked deeds. We are overcome by our sins; it is you who pardon them. Happy the man you choose, and**

bring to dwell in your courts. May we be filled with the good things of your house, the holy things of your temple!

- **With awe-inspiring deeds of justice you answer us, O God our savior, the hope of all the ends of the earth and of the distant seas. You set the mountains in place by your power, you who are girt with might; you still the roaring of the seas, the roaring of the waves and the tumult of the peoples. And the dwellers at the earth's ends are in fear at your marvels; the farthest east and west you make resound with joy.**
- **You have visited the land and watered it; greatly have you enriched it. God's watercourses are filled; you have prepared the grain. Thus have you prepared the land: drenching its furrows, breaking up its clods, softening it with showers, blessing its yield. You have crowned the year with your bounty, and your paths overflow with a rich harvest; the untilled fields over flow with it, and rejoicing clothes the hills. The fields are garmented with flocks and the valleys blanketed with grain. They shout and sing for joy.**
- **Quiet Reflection 5 minutes followed by sharing insights**
- **Article: Why a 16th century saint is a model of modern management**

Why a 16th Century Saint is a Model of Modern Management, By Paul Almeida October 15, 2017

This article by Paul Almeida, discusses the abilities of St. Ignatius to lead a global enterprise 500 years ago and how we can use his work as a model for modern management and how to lead a multinational enterprise of our own. Read more here from *Financial Times*.

Link: <https://www.ft.com/content/6ac731d6-a52d-11e7-9e4f-7f5e6a7c98a2>

- **Article: Why Wages Aren't Growing**

Why Wages Aren't Growing, By Michael J Schuman September 21, 2017

Why Wages aren't Growing, by Michael Schuman summarizes the issues surrounding wages, unemployment and the economy in comparison to the Japanese economy. Read more from *Bloomberg Businessweek* to see what Schuman proposes to create a change in the growing of wages.

Link: <https://www.bloomberg.com/news/articles/2017-09-21/why-wages-aren-t-growing>

- **Questions to initiate discussion:**

Be Attentive: Two articles two questions:

What has been the impact of the lives of saints in your work/life? How about Ignatius and/or Jesuit saints?

What are you noticing about your recent wage history and the wage increases at your organization and your profession/industry?

Be Intelligent: Do you see Ignatius as a management hero? Why? What insights from Michael Schuman's article caught your attention as the causes for wage stagnation?

Be Reasonable: As you reflect on your work history have you felt trusted or controlled? Has your organization been highly centralized or decentralized? What impact does knowing your people have in a centralized vs. decentralized organization?

What impact has share holder value, and it accompanying focus on efficiency had on jobs and wages and how has this ideology contributed to wage stagnation, the shrinking of the middle class and the earning gap between rank and file and CEO. Assess the role unions have played in our history in regard to wages and Michael Schulman's admonishment "We must strike a new balance between labor market flexibility and worker protection." Any thoughts?

Be Responsible: How does Psalm 65 and the concept of harvest connect to our conversation on wages, the fruit of our labor? How does Ignatius's insights on organization challenge our concepts of compensation, given his penchant for voluntary poverty?

How will this conversation today impact you as you move into your work and as we move today our truly American Holiday of Thanksgiving?

Closing Prayer: St. Francis Peace Prayer

Lord, make me an instrument of your peace;
Where there is hatred let me sow love;
Where there is injury, pardon;
Where there is doubt, faith;
Where there is despair, hope;
Where there is darkness, light;
And, where there is sadness, joy;
Grant that I may not so much seek to be consoled as to console;
To be understood, as to understand,
To be loved as to love;
For it is in giving that we receive,
It is in pardoning that we are pardoned,
And that it is in dying that we are born to eternal life.

Glory be to the Father and to the Son and to the Holy Spirit as it was in the beginning is now and ever shall be world without end. Amen