



Critical Reflection

The value of generosity in management

Caroline Ramsey:

Recently I was working with a research department in a large, international company. They wanted me to help them build a more collaborative way of working. During a workshop, I asked them to remember an occasion when a colleague had treated them with generosity. I was very surprised at how these senior managers were taken aback by my question. It was as if they just did not connect the idea of being generous with working in the tough world of business. After a moment's thought, however, they were of buzzing with stories. I want to suggest that current, taken for granted ways of 'doing business' tend to exclude, or at least diminish the value of generosity, but don't you think that generosity is a crucial component of good, collaborative working?