## MISSING THE MESSAGE Ethics in Commerce Case



Ted Rogers Leadership Centre

You and Riley have worked together at an ad agency for nearly three years. During that time, the two of you have teamed up on numerous projects, helping grow the company from its original 10 clients to its current 220 client portfolio.

While working together you have also grown a strong friendship, collaborating on numerous projects as well as going on double dates with your respective partners outside of work. About 6 months ago, your most recent relationship ended. Having been in a relationship for 4 years, you are now happily single and enjoy focusing on your work. As a result of your shift in focus, you have been working with Riley more and due to your increased productivity you both receive praise from the boss.

Just last week, however, Riley also became single, and rumors around the office suggest that it did not end well. As a good friend, you offer your support and speak highly of your new experience of being single, insisting that the single life is good for your and might be good for him for a while too.

A few days later you and Riley are in the office late working on a presentation. As things start to wrap up around 7:30 pm, Riley asks, "Getting late, eh? Wanna get out of here?"

"Sure," you respond, "there's nothing left that we can't finish up tomorrow". As you start to pack up, Riley inquires, "Any plans for dinner? I'm starving!" "Ya. I'm just going to heat up some of my Chinese leftovers. If I don't eat them soon, they're going to go bad", you chuckle.

Riley moves around the table and gently rubs your back. "Naw, forget that. Let's go grab a bite. My treat." Really feeling quite tired, you politely insist, "Thanks, Riley. But it's been a long day and I would be happy to just get home".

"Oh, okay, no problem" Riley concedes while circling back around the table. "Well at least let me give you a ride then, I'm going past your place anyway." You are pretty tired and getting home quickly might be nice, but you are also a little uncomfortable with how much Riley is pushing. The 25-minute walk could be useful to help you unwind after the day.

"No, that's ok thanks. I could use the walk to unwind." A slightly awkward silence fills the room as you both finish packing up. The silence breaks when Riley asks, "It was nice being praised by the boss the other day, wasn't it?"

"Ya, it was" you admit through a half smile. Moving toward you again, Riley sits on the desk almost just brushing your leg. "I'm so happy we've been able to stay so close over the years. We really do make a great team."

You smile and start to turn away, but Riley gently grabs your wrist and pulls you back.

Unsure of what to do, you freeze with your eyes locked. Before you know it, your lips are together and you find yourself in the midst of a very unwanted kiss.

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Shook, you push Riley away, uttering a quiet and nervous "No. No."

Apologetic, Riley quickly stammers. "Oh, I'm so sorry. I thought you were sending me signals. We've been working so closely lately, I must have misjudged the situation." No more is said that night and you both go your separate ways.

The next morning you arrive at work and Riley isn't there yet. Your boss, who you are comfortable with and you trust, is excited to tell you about a big client he's landed. "The deadline's crazy on this but it'll mean a ton of business for us. You and Riley are my dream team for it. Can you work late this week?"

What do you do?