Organizational Research Memo Template

**Memo To:** John Crisan

1. **Name and description of the organization**
2. Johnson and Johnson (J&J) is a pharmaceutical company specializing in the design, manufacture, and distribution of medical equipment, pharmaceuticals, and personal care effects (Johnson&Johnson, 2020).
3. t is one of the largest pharmaceutical industries in the world and takes a significant position in changing and evolution of medicine.
4. **Description of the organizational culture**
5. Being a pharmaceutical and health-related industry, J&J requires a structure that promotes high ethical values and culture.
6. One noticeable culture for J&J is ethical leadership. As indicated by the company, leadership has an excellent influence on its success.
7. **Mission, code of ethics, and core values of the organization**
8. J&J corporate mission states as “**our credo stem from a belief that consumers, employees, and the community are all equally important.**”
9. Johnson and Johnson code of ethics is based on the responsibility towards the community, employees, and associates.
10. The company's code is also based on its Credo.
11. **Leadership strategies to promote legal and ethical compliance**
12. The company's Credo is key to guiding the leadership of the organization;
13. it communicates the responsibility to the company stockholders, local and international communities, employees, families, patients, nurses, and doctors responsibilities.
14. Every leader in the organization is expected to understand Credo and follow it when making a company-related decision(Jerard, 2020).
15. **Legal and ethical issues**
16. In 2018, J&J ended up paying $4.69 after losing in a lawsuit. In this case, twenty-two women had claimed that they developed cancer due to asbestos in the company's talcum powder.
17. It was also revealed that the J&J knew about the asbestos in their product (Hsu, 2018).
18. **Recommendations to strengthen legal and ethical compliance**
19. Regular auditing is one of the methods that J&J can apply to help it improve compliance and ethical standard.