KEEPING THE FLAME ALIVE: THE ART AND SCIENCE OF MANAGING CLEVER PEOPLE

by John Ambrose

Employing someone is like bringing someone new into your family. If your place of employment is an ‘organisation’, it is a place that’s alive and thriving. The word ‘organisation’ comes from ‘organism’ which means a living, breathing, life-force. So, whoever joins it has to bring some positive to the gene pool. Bad genes or sick ones will cause the organism to not function properly and it will, eventually, become sickly and die.

Recruiting good people is the key. And, once recruited, these new ‘organisms’ should be nurtured and allowed to grow into active, independent, courageous and contributing members of the ‘family’ – not staying-on as passengers but good drivers and doers.

Effective leadership is a great advantage. It provides for a conducive work environment. Encouragement, a culture of innovation, the acceptance of good ideas, acknowledgement and rewards – all form part of a work-ethic and spirit that makes people want to stay and not stay because they have no other choice. A workplace that operates from a culture of ‘survival’ not only diminishes the spirit, it contributes to complacency. It is as good as being in a comatose state – the workplace of the living-dead!

My presentation will touch on the many options managers have to truly become leaders. The two don’t mean the same and are not the same. But, put the two together – leader-managers – and they become a powerful force that can not only make an organisation profitable, it will help make an organisation truly successful.