

Breaking the Mould

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"If A Procedure Is Needed The Workforce Will Write It. If One Is Not Needed Then Management Will Write It.

England

We published another Article this month called, "Engagement – What happens When We Get Turned On." One of the places it can be found is on the Ezine Article site where this week we are up to 27,000 views of our articles. <http://tinyurl.com/2uwausc>

In the Employee engagement UK group a thread began "What do you think is the most important employee engagement strategy." We thought that figuring out how to do it would probably be good. <http://tinyurl.com/37gapwj>

There is a post on Linked in that asks "How Do You Manage Multicultural Teams," that drew some interesting, if very traditional responses.

<http://tinyurl.com/32749qj> One reply that we hoped never to hear again was to unite the team by having a terrible boss that everybody could hate. What is so horrible is that this is not an isolated view. Last year we wrote an article about just such a person called "A Managers Night Off" <http://tinyurl.com/39jsekb> We suggested that the management style was the thing that caused the problem, not the different cultures, but against the sort of traditional views reflected in the other comments we may not have much impact.

We are not very politically astute but we are intrigued by the trade in second hand countries. Did Germany buy Greece last month?

There was a question last month asking about Team Building or Engagement activities. We suggested that if the object was to engage the workforce then the workforce would create their own activities. Telling them what activities management thought would work would be a disaster. <http://tinyurl.com/3xulljz>

On the HR Zone there is an opportunity to take the "Alan Sugar" Leadership test. To be a valid measure of effectiveness as a business leader we can only imagine that a candidates fitness to lead will be indicated by a complete failure to exhibit any traits in common with Alan Sugar. <http://tinyurl.com/3723zvg>

We commented some time ago about the French telecoms workers who were committing suicide by flinging themselves off railway bridges in front of trains in despair after changes were imposed on them by management. This story is brilliant, after two years and more than two dozen deaths the CEO of France Telecom, Didier Lombard, is facing pressure to resign. "Facing pressure to resign!" Where else can we acknowledge responsibility for the deaths of

Peter A Hunter – Breaking The Mould so many people and the only consequence is "Facing pressure to resign." <http://tinyurl.com/3ydvvv2>

There is a thread on linked in which the author asks for good ideas for incentive schemes, then has a moan because nobody posted any. We suggested that it might be because there is no such thing as a good incentive scheme. <http://tinyurl.com/2vqgzzp>

North America

Sean Silverthorne wrote in "The View From Harvard Business" about "Why more pay makes you less productive." There is some stuff about left and right brains but the meat is at the end where he asks the question, When will Business Catch On? Good Question. McGregor wrote about this sixty years ago. <http://tinyurl.com/364smqn>

India

We gathered the accumulated comments for the Planet Why proposal and sent them off Anouradha Bakshi. We are now awaiting the results of a study that will determine the final shape of the project. Fingers crossed. <http://www.projectwhy.org>

Last month we reported on an article "What is engagement all about" that failed to deliver an intelligible answer but stimulated some great discussion. One reply from Rajib Battacharya gave "Four Needs" for engagement and although Rajib tells us he found them elsewhere, but can't remember the source, we thank him for bringing them to our attention. These are the four needs.

Employees begin to disengage when one or more of four fundamental human needs are not being met:

1. *The Need for Trust:*
2. *The Need to Have Hope:*
3. *The Need to Feel a Sense of Worth:*
4. *The Need to Feel Competent:*

Follow the link for a fuller explanation of each. <http://tinyurl.com/35b8p9b>

