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Article 1: People and how we relate to our Management Systems

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People:

“People are our most important asset”, yet our management systems are not using them effectively - for two reasons:

1. People are not manageable, except by themselves. Anyone who is married or has children knows this. Good managers understand this intuitively and develop ways of helping people manage themselves on the job. Leaders often do this by managing themselves well. Their own harmony gives them the confidence and extra available energy to mentor and lead by example.

Most management systems, however, are designed for the purpose of managing the job at hand and neglect to encourage people to manage themselves on the job, i.e. their interest in their job.

2. People are sophisticated, powerful beings; each more powerful than the computer on their desk and the world-wide network it may be attached to. They can do anything they want, when they want it enough, and they are each driven by a personal motivation cycle fueled by their hope for personal growth.

Here, too, our management processes are missing something. They are, for good reason, objective and procedural, while we are subjective and behavioral beings.

While self-motivating people may break through this misfit, most of us are dealing with an “unholy alliance”; subjective beings struggling with an objective management process.

Management:

What does a manager do? There are only three energy-consuming activities to managing: worrying, dreaming, and being interrupted.

We worry about what is happening and what is not happening and the product of this is directing –no worrying... no directing – all we can do is call another meeting and if we haven’t done any productive worrying since the last meeting we’ll likely have another useless meeting.



We dream about what might happen and what might not happen and the product of this is planning – no dreaming... no planning; all we can do is make a list, and if we haven't done any dreaming since we made the last list, we can use the old list.

We are interrupted by someone whom we have asked to worry and dream about something on our behalf. His/Her worrying and dreaming has become fretting and he/she is rightfully seeking our assistance. This is called the delegation relationship.

Nobody dreams or worries about anything they don't care about, so we can combine the two words into one, "caring." Management then is all about caring and a Management System is a system for sharing caring; who is caring about what on behalf of whom, or in simple terms "Who Cares?"

Management Systems:

For a Management System to make the best use of people it must include two independent, yet interrelated, cycles working together in harmony: an objective and procedural Business Management cycle to ensure s/he is in harmony with the objectives of the organization, and a subjective and behavioral cycle to ensure s/he is in personal harmony.

For more information, visit our website: www.whocares-managementcentre.com/ or contact us at info@whocares-managementcentre.com.