Simple Guidance for Organisations

One day there will be a book that builds values-based insights into a simple guide, but for now, for those who haven't the time for reading and independent research, here are some bullet points.

- Cooperation (not competition) drives organisational success.
  - Be open, honest, helpful and collaborative.
  - Share and be open to your humanity and that of others.
  - The most successful, i.e., 'competitive', organisations are those that cooperate best with their clients and customers.
- Power structures attract people with power-seeking values, that:
  - frustrate organisational agility,
  - pursue short-terms goals with unforeseen long-term costs,
  - erode staff engagement, responsibility and creativity.
- People are susceptible to self-delusion, and so need:
  - honest feedback and support from colleagues,
  - psychometrics that are grounded in science, e.g., DNA
    - see what science says about MBTI, Insights, DISC, etc.
- People with different values perceive, think and behave differently.
  - Failure to understand and account for this leads to communication breakdowns, loss of trust and unhealthy competition.
- Words and good intentions are not enough.
  - Most people need help to walk the talk.
  - Coaching can help individuals get started. Seek help in developing an internal coaching culture, in which people are habitually open, honest, helpful and collaborative.