leadership and
teambuilding

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Article 6: Factors That Can Influence The Group or Team Behaviour

The Variables That Influence Group and Team Behaviour

The Goals and Strategies:

The organization’s vision, mission and goals (scorecards) determine the goals that are to be achieved. The strategy or plan of action is the means of achieving them. The strategy of an organization at any given point in time will influence the power of various groups within the organization and determine the roles that are allocated to each of them.

The Basics, Procedures, Rules and Regulations:

Groups are expected to follow the policies, procedures, rules and regulations that are in place. If a group does not follow them, they may be faced with consequences that could be severe. If the group is not facing severe consequences, the group is not following the policies, procedures, rules and regulations that are in place.

The Organisational Resources:

The allocation or lack of resources to a particular group or team can influence the group or team behaviour.

The Performance Management System:

The behaviour of group members is influenced by the performance management system in the organization. Performance evaluation and reward allocation can either encourage or discourage group performance because of the behavior re-inforced by the system. Performance management systems also determine whether group members are individually appraised and rewarded or whether they are considered individually.

The Physical Work Setting:

The physical layout of the workspace can either create barriers to interaction with groups or, if it is designed correctly, it can create opportunities, depending on the nature of the group and its task. The greater the proximity of the group members, the more they will interact with each other. Groups are more likely to develop if people work in close proximity to one another. Managers can manipulate the physical layout of the workspace in order to allocate offices to individuals and groups in the organization.

Group Member Resources:

For a group to perform well, its members should possess the necessary technical knowledge and skills, but also be skilled in interpersonal relationships. The Namibian People were not well-handicapped in knowing the witch-hunt stories or mislead into believing that witchcraft is real and therefore did not consider them as a threat.

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Networks etc. in a word, contrary to beliefs that there is too much history or memory policies involved, the party also sought to make it known that they were different than the Namibian electorate.

SWAPO also党的十九大 and the media, which includes the press, radio and television, have been very visible all the time at all places, including on TV with paid air time. Touring the country with all the leaders and other activities such as political meetings and campaigning, the SWAPO has been able to ensure that the leaders always receive media attention and coverage while also attracting a huge crowd of followers, especially the Freenews. SWAPO visited every remote part of the country in such a way that they would be remembered.

The ruling party’s strategy then, certainly as it was presented to the public, was the opposite of the opposition strategy.

In other words the ruling party’s approach was to adopt a positive campaign with exercised restraint and restrict for law and order and attract the voters as well as the electoral commission, contrary to the use of spin-doctors by the opposition and the recognition of this seems to have been made by the writings of some “garbage men” as they are called in Australia or the USA, notorious of negative campaigning tactics. The opposition campaign lacked any guiding thread or vision except that the party was anti-SWAPO and playing on emotional vulnerabilities and victims’ arguments with no proposed solutions as alternative. Instead they believed and thrashed as usual with very confusing messages which shows that they are not ready to govern.

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But imagine a malicious disinformation campaign launched out of nowhere purely seeking for sensationalism. Fabricating stories, as the editor of Namibia Today Nindwa said, is taking freedom of expression to the absurd. For the sake of honesty and fair play, the editor continued and I fully agree with him, that apologology must come. There is indeed honor and magnanimity in accepting that you have erred and that you have done wrong, but as the saying goes, to err is human but from there to stick to your guns even if you later given a chance to apologize is plain callousness and lack of journalistic ethics that violates the right to privacy of some one, according to Article 11 of the Namibian constitution and liable for defamation of character. The embittered editor of the weekly tabloid Informare who has become known for court counter镗 messages, finally ...

his chickens come home to roost” said one reporter of the Windhoek Observer and I would like to hear the Namibian national people who harbor such feelings of “telling it like it is” and MISA Namibia and the Self Regulating Body of journalists saying something. I will not be surprised to hear from them that there was a politician behind this story from which even two reporters, who were alleged to have worked on the editor on the day in question, have not revealed from themselves the report, according to insiders, as reported by the Windhoek Observer.

Indeed, whatever begins in anger ends in shame or as Budha said “holding on to anger is like grasping a hot coal with the intent of throwing it at someone else. You are the only one who gets burnt.” I should hasten to quote Mr. S Haidongro here who wrote an article in the Friday’s edition of New Era also quoting Guer variant. “Unfortunately, usually comes from the knocks of life, gleamed from personal suffering and learning the hard-way by making missteps.” The writer adds further that there is a profound difference between hearing something intellectually and owning the truth emotionally and spiritually.

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