Tana, near Nablus, Dec. 8, 2010. The Israeli army demolished on Wednesday 12 Palestinian houses and 15 tunnels near the southern Gaza Strip and Egypt, witnesses said, adding that the tunnels were used to supply Hamas with advanced rocket fire. The witnesses said that the Israeli F16 jets struck a pottery farm near the southern Gaza Strip town of Khan Younis, injuring one Palestinian civilian and causing severe damages. The warplanes also struck a tunnel used for smuggling under the borderline between southern Gaza Strip and Egypt, the witnesses said, adding that the tunnel was destroyed, but no injuries were reported. Israeli radio quoted an Israeli army spokesman as saying that the Israeli F16 jets struck a weapons depot and a smuggling tunnel in response to earlier mortar shells fired by Gaza militants at southern Israeli villages. (Xinhua)

By: Mike Nesongano (Business Consultant)

Article 8: How To Work With People And Increase Productivity

How to Work With People:

Knowing all the theories pertaining to motivation and incentives is one thing, but applying them and making them work is quite another. The true leader will be able to identify the achiever, the shirker, the bootlicker, the humble employee, the bully; file them away and be able to handle each person in a balanced way.

One has to be a “people-person” to really know people, to know how they behave and react and know how to bring out the best in them.

An effective leader must always remain human and relate to the level of his subordinates. He must have respect for and empathy with his subordinates in order to understand their problems and help them to cope with stressful situations.

People As People:

People differ in their needs, values, expectations, goals and so forth. In addition to being complex, they are also continually changing as they build up experience, are exposed to environmental changes and mature. Each individual is unique and management must deal with each one differently.

No two people are the same.

The differences between people are easily observed when it comes to age, sex, marital status, or number of dependants, but differences in emotional intelligence (EI), intellectual capacity, personality, learning experiences, perceptions, values, attitudes, motivation, and so forth are far more difficult to observe. Managers cannot do their jobs properly if they do not have a sound knowledge of the complex nature of people.

A manager is a psychologist; the manager must know how different people learn, what motivates them, why their personalities differ, how they perceive things, and how they make decisions, to mention but a few aspects. As a sociologist, the manager must know how the values, attitudes, and behaviour of the role of power in the organisation.

People As Resources:

A manager must have an understanding of human resources.

An organisation cannot exist without people. People are the lifeblood of an organisation; this is the resource that gets other resources mobilised. People are the most complex of all resources. They are also the only resource with personal value – they strive for higher status and have preferences and dislikes, they come from different backgrounds and have different levels and types of experience and they often insist on training and development.

People As A Social System:

An organisation comes into being when two more people come together to realise an objective that is too complex for one person alone to attain. An organisation cannot exist without people. If managers wish to effectively manage organisations in which they work, they must have knowledge of how people function as individuals, in groups and in teams.

Values and Attitudes:

Values play a decisive role in decisions taken in an organisation. Values are basic beliefs that a certain way of doing things is preferable to another. Thus a moral principle lays the foundation for an individual’s general attitude to his or her job.

Personality:

An individual’s personality traits are better suited to certain jobs than others. A quiet, reserved person will probably do certain jobs than others. A quiet, reserved person will probably do certain jobs more efficiently than a loud, aggressive person. On the other hand, a slow, lazy and unenthusiastic worker will elicit very little enthusiasm from his team.

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