

Managing Success

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The recipe for the managing of success may vary depending on which professional opinion on this matter is being sought. From a layman's perspective, the key to managing success is for the individual not to forget the pathways that lead to the achievement attained. Within a workplace and/or an organization, the managing of success by way of promotion, elevation in status, or recognition in one form or another, can sometimes prove to be a challenge to some individuals.

There are those individuals who become so overwhelmed; that the net result is a change in their character, outlook and attitude. Unfortunately these individuals suffer from inflated egos. Some would refer to them as 'having issues'. Like anything else in life, people have to be able to manage success and failure. This is not the easiest thing for the average person, as it is quite possible that there may be both internal and external issues which they may be called upon to deal with.

In the situation when one is promoted or elevated to a higher position within an enterprise or organization, or singled out for recognition over others, it is normal to have those who support the action, as well as those who would raise some form of objection. The person at the receiving end who has gained the promotion, elevation or recognition, is likely to feel aggrieved by any objection which has been raised; and more so, if the decision is an unpopular one. While constructive criticism is healthy, there is the challenge of having to deal with it. The hurt and pain that is most likely to follow, would certainly be reduced if the individual who is targeted, has the satisfaction of knowing that the achievement was merited and/or deserving, and that the process used to arrive at the decision was transparent.

It is extremely unfortunate that some individuals who are promoted, or have their status enhanced within an organization tend to forget how they were able to earn or achieve this success. It is a sad reflection upon those who having reached the top of the ladder, tend to look down on those whom they have left at the bottom. It is regrettable that many actions are seemingly directed at frustrating others, so that they may not be motivated or incline to attempt to climb the ladder of success. This is what is known as selfishness. This is the most destructive action that can be exercised, as it can have serious implications for the stability of an organization, and contributed to fractures and poor relationships within the organization. This can sometimes be a

calculated act that is meant to create divisions where they need not exist. This is a serious shortcoming of those who mismanage success.

It is reasonable to assume that the managing of success is left to the ability of the individual to understand how best that he/she should behave. Whereas training provides the knowledge and understanding that is intended to build and shape the character of the individual, as well as to influence their actions and behaviours, there is nothing to suggest that all persons will be impacted upon. What is more likely to happen is for many to mass behind the image they project within the organization or publically, by the titles or designations they carry, or their personal reputation.

All of this becomes meaningless if at the end of the day the individual loses the respect of most. Success should be handled in a measured way. There is nothing to be gained by being swell headed and believing that you are above others. In the case of the stature that one assumes, the greatest folly is to believe that you are bigger than the organization itself.

The best advice that can be given to all and sundry on how to manage any success that has been attained, is to carry or conduct oneself in a manner that causes one to remain a good example for others to follow.

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