

Differences of Opinion

Differences of opinion exist within the life of any organization. None are exempted, and this includes the church. It is to be expected that individual members and actors with the leadership and management will always have make their views known. There is absolutely nothing wrong with this if it is done in a decent manner, and respect is shown for the views of others.

The problem comes when those who cannot accept divergent views or who are very arrogant about themselves decide to take their concerns outside the walls of the organization. This is commonly known as washing dirty linen in public. The extent to which this becomes outrageous is when two or more parties become involved in public confrontation.

This behaviour shouldn't be supported or encouraged. It can be said that those in and outside of the organization who condone this behaviour do not have the best interest of the organization at heart. It is usually those with hidden agendas that tend to stay in the background and fan the flame. The saddest part of this episode is the fact that within organizations it is expected that those involved are all working toward realizing the goals which have been set. It is usually the quest for power or the action on the part of individuals to showcase their dominant personalities, which is the root of the problem.

This trend also finds itself within the workplace. It is the catalyst for promoting adversarial relationships. There is a case to be made where some individual employees who become disgruntle for whatever purpose, are able to create divisions within the enterprise. This is not only unhealthy for morale building and team work, but hampers productivity. Worse of all it throws the cats among the pigeons, as those with chips on their shoulders find pleasure in opposing any and everything. They bring nothing short of frustration and stress in hampering the progress of the enterprise.

This negativity serves to destroy organizations and enterprises. The worse part of the behaviour is where persons involve the public by way of putting information into the public domain and engage the press when there is absolutely no need to do so. Usually when this is done, it would seem that the idea is to create a level of sensationalism. The truth is that there is usually no winner but one thing for sure, public ridicule serves to tarnish the image of both personalities and the organization.

The idea that there is a measure of satisfaction to be had by putting information or presenting a case in the public domain, has to be weight against the short, medium and

long term benefits of doing so. Critical to the way organizations and enterprises function, is how they embrace, communicate and treat with all and sundry. People who lay claim to having reasons to complain, are likely to put forward a case that they are forced to take a stance once their cries have been ignored. Such persons may not only have a legitimate reason to feel aggrieved, but also made to feel that they have been disrespected.

The option of suppressing any vociferous group of individuals in an organization, or pressuring into submission through scare tactics, any group of employees who may be seen as trouble makers, is not advisable. This is where conflict resolution and grievance handling strategies should be invoked. It is important that organization and workplace enterprises recognize the importance of ensuring they have the systems and expertise in place, so as to effectively negate the fallout that could arise, where there are pockets of uneasiness surrounding the environment.

It should become apparent that in this kind of environment, hostility will give rise to conflict. It is here that a sense of maturity is expected to prevail. The display of responsible behaviour would go a long way in reducing the incidence of divide, and to quell budding tensions. This is where ethical behaviour has its place. Those who conveniently forget what is right and wrong are more likely to act in a manner that is deemed to be distasteful, senseless and irresponsible.

Organizations and enterprises could well do with such overzealous persons. Admittedly, it can be justly argued that there is a place for persons who are willing to stand up, question and even criticize position and actions where necessary. However, all this has to be done in the bounds of decency and order. There can be no excuse for those who resort to publicly maligning of their management, leadership and or colleagues. Those whose passion leads them to take confidential information and disclose it into the public domain are to be highly censured for their actions.

At the end of the day, difference of opinion can be healthy for any organization or enterprise. Where there is such, it serves to reduce or eliminate the level of complacency that could set in, as well as to offset any intended dictatorial type behaviors that may emanate from a top- down approach by those in leadership and management roles.

Differences of opinions are inevitable. How individuals or groups respond in handling them is what become an important issue. Accepting to agree to disagree seems an appropriate approach. However this might be very difficult to observed and achieve, as the strong personalities of individuals, the inflexibility shown in moving from rigid taken

positions, and a deep seated desire to achieve an end at all cost; are principal factors that will stand in the way of resolving differences of opinion.

The bottom line is that people will be prepared to break the policy guidelines and rules established in an organization or enterprise in order to vent their anger and frustration, in the hope of satisfying their intentions. This approach is unwise and inappropriate. It must be preached that communication is fundamental in responding to issues of divide.

Those members of organizations and enterprises who adopt a hands off approach, and retreat into obscurity are merely turning their backs on the issue that will most likely not go away. The challenge remains that of standing up to stoutly defending what is considered to be right. Those who take to employing unseemly tactics, are more or less cowards .

To move outside the walls of the organization or enterprise to fight an internal battle or even to wage a public war, is equally unacceptable. There ought to be the understanding that the likelihood exists that one or both of the actors can be smeared in the public episode. Since damage control is sometimes is not as easy as it appears, there is a pressing need for good judgment and reasoning to prevail prior to taking an action.