

## Getting it Right

The promotion of standards, best practice and responsible behaviour have been continually echoes in all quarters, as the society works to come with the fallout from declining morals, ethical behaviour and indiscipline. Although many reasons can be advanced in accounting for these failings, it is nonetheless difficult to put a pulse on any single contributing factor. Uncharitable as it may seem, it is possible that the society is responding accordingly to the actions of those who preach, 'do as I say but not as I do.' For those of us who reason well, the only conclusion that can be drawn from this, is that is the platform for the promotion of double standards.

Those who may be quick to proportion blame or any group or segment of the society, may wish to consider that the problem is a wider societal one; the starting point of which is a decline in the socialization process. It is becoming more evident that there is an apparent drift whereupon individual are more concern with self interest than anything else. Some might want to refer to this as selfishness. This in itself is a fundamental departure of what existed before as far as the building of a cooperative society, in which the citizens and workers respected laws, rules, regulations and most of all authority.

The departure from traditional and fundamentals practices were embedded in with the observance of the values, norms and mores, have made the society and the workplace a much different place. Training and retraining has been identified as a vehicle to bring about this change, but it would seem that it is not making the significant dent that is anticipated. There are some basic expectations of all those who enter the workplace. These include showing respect, being courteous, discipline, honest, cooperative, and the displaying of a good work attitude.

Unfortunately there is usually a failing somewhere in the mix, as it would seems that individuals tend to showcase what they consider befits their personality. The problem tends to be that the individual personality tends to override all other things, for amongst other things, there is often driven by a level of pretence and pride. Alas, there is also the grave issue of swollen or inflame egos.

Those who enter the workforce and those who lead or management our various societal institutions, businesses enterprises , political and civil society organizations, are products of the society in which we live. It is therefore shouldn't come as a surprise that what we see in the mirror, is what we will get. The problem is that some of the products of our society can prove to a challenge, simply because of how they perceive themselves, or are perceived by others.

Corrective action is always an appropriate remedy. The hard fact is that more often than not much of these failings on the part of the individual are ignored, or given a slap on the risk. The cliché of 'who the cat like he licks' fits perfectly in this discussion. It is usually the likeable employee or charismatic leader who enjoys this comfort. With such latitude being extended, much is taken for granted. It is when the individual falls woefully short, that the institution of a form of disciplinary action, presents itself as a challenge.

The consequence of this, is that the employee or leader takes certain liberties, knowing that the 'horse has bolted from the stable' and there is no turning back now. Those in charge who have to lead or manage, should quickly recognize that is not enough to promote standards, best practice and responsible behaviour, but also recognize that they have a responsibility to lead by example in every respect. Failure to comply, will most likely result in the loss of respect and support, and can possibility lead to the disgrace of oneself.