

VIEWPOINT COMMENTS

on "A Minor Miracle" (September 08)

Most of the responses we got were quite simple expressions of agreement with the position taken in the article. Some people said more, and we've picked out these below: -

"Thought this month's Viewpoint was the best yet - spot on regarding the Direct level "fount of all wisdom" impression - but I think it also applies at other levels too (as seen from below)."

- David (Scotland)

"In commenting on your "Viewpoint", I share your comments and have indeed seen this take place across all levels of management. In many cases people are only developed to carry out their current role to the best of their abilities and very little effort, if any at all, is put into developing them for their next broadening role. This results in the "magic weekend" syndrome, where an individual leaves work on a Friday and arrives on a Monday morning in a new position and is assumed to possess all the relevant skills and behaviours to be successful. This is something that I am aware of and I am in the process of educating stakeholders to get them to agree to change the way we recruit, induct and develop people. I have taken the first steps in the last few weeks and have received full support so far - the slope is however ready to steepen.

- Steve (England)

"Interesting article. I don't believe in any miracles. Although I have seen people change dramatically when they have been promoted. Most time it is a negative change."

- Mike (England)

"I like your September Viewpoint and I agree with what it says. One of the leadership trainers I know told me that one time he was giving a leadership training for company CEO's and Directors. The first thing they asked these participants to do was to write on a piece of paper the word "ego", then the next thing is to ask them to tear it up and throw it into a dustbin. Yeah, ego is behind their fear. And I remind myself as I am moving up the corporate ladder, I don't want to find myself in the same position"

- Soo (Malaysia)