

Co-opPundit

Organizational hazards

There are several hazards that threaten all forms of organization. These are threats that need to be kept in mind when designing and running organizations, and include when:

- **Their true purpose becomes lost** due to the conflicting motives of the people involved in running its day-to-day operations. The energy going into achieving the organization's aims does not match the energy directed into the pursuit of personal concerns, such as office politics, ego trips by decision-makers, and a variety of other diversions.
- **They prioritise the interests of those who run them** on a day-to-day basis above delivering benefits to their rightful owners. It's not unusual to find that the driving force in organizations becomes the enhancement of the lifestyle of their senior managers, defending their jobs and privileges.
- **They emphasize short-term benefits** and do not give enough time and resources to building the organization so that it's prepared to meet the future.
- **Those running the organization resist essential change** because they have no real incentive to support change.
- **They cease to be 'learning' organizations** when to prosper they need to be constantly responding to the environment in which they operate. When organizations stop learning - they start dying.
- **Cultural collapse occurs** - Organizations can rapidly move from a position of delivering on their purpose to one where they are struggling to survive, this happens when leaders do not live-out the required culture.
- **Conflicts of interest occur** - The owners of many organizations are often blind to the conflicts of interest that exist in their organization.
- **Egos and obsessions prevail** - The most profound threats to organizations arise when those controlling them are ruled by their egos and their obsessions and when they become addicted to power.