

CANDOUR PLEASE

One of the main factors that hold people back from achieving their full potential is CANDOUR. I often tell my students to be relevant you have to keep up with the changes around you that impact your livelihood and speak up and most importantly be a change agent. Today's world has no tolerance for people who cannot transition in a timely manner. Candour plays a big role in this and enables one to make meaningful contribution to the growth and development of the Organization.

Change agents have to embrace Candour because it embraces and facilitates a new way of thinking, promotes fast actions and gets the good members of the organization to make meaningful contribution(s) to the future growth and development of the business.

Change agents have to promote and facilitate frankness of discussion without malevolence, constructive criticism with the objective to get the team talking, developing trust, learning new ideologies and making the team stronger.

Candour when carefully managed creates speed for transition when all team members are on board and are committed, cuts costs in terms of conversion as you get teams talking together and actively engaged in the process.

So we see all the upsides with Candour – why don't more organizations engage in it. As the old adage goes "the truth always hurts" – Candour unnerves people – they don't know how to handle it – this is just an age old process that speaks to the core of the human nature – Candour can sometimes lead to alienation, when the objective is to shed meaningful light to the growth and development of the organization. Candour requires an evolved mindset and an openness of thought processes, the truth of the matter is that Candour needs to be rewarded and not castigated because its objective is to propel the Organization to a different level to maintain its viability.

Candour is something that is embraced at Fitz Ritson and Associates, the very nature of our business and survival requires candour – so I carefully have to surround myself with people who reflect the very essence of candour to be a part of change agents to help other companies to evolve and survive.

When my staff do not engage in candour – it simply unnerves me – I have no patience, as it wastes time and is very unproductive. The moral of what I am saying is, get your ego out of the way, and deal with the raw facts to propel the greater good of the organization and aspire for the WIN: WIN situation.

Modern day guru and father of strategic management Jack Welch - former CEO of GE promoted Candour as a part of the success of his organization as he states "Now that my GE career is over, and I'm telling you that it was candour that helped to make it work. So many people got into the game, so many voices, so much energy. We gave it to one another straight, and each of us was better for it".

So how about three cheers for Candour to move Companies forward, instead of wasting time which costs the organization triple fold at the end of the day!