

- + An alternative view of the four basic forms of people as: Producers, Administrators, Entrepreneurs, Integrators.
- + Mention of Authority, Power , Influence (whisperers).
- + Senses – Visual, Auditory, Kinesthetic ([gestures, movements serving as non-verbal communication. Ed](#)) and Audio Visual.

Your Editor recommends readers obtain the full download and study this presentation in depth as it has much to offer.

2 of 2 - AGM Report, including Prof Agi Oldfield talk

The AGM took place on 4th June in London - the following is an extract of the business of the day, but firstly the SIG wishes to thank Michael Ocock, the outgoing Chairman, for his years of outstanding service:

- + Pauline Bird was elected to the chair - Bruce Widdowson was re-elected Secretary.
- + Under discussion on the Secretary's report, it was agreed that the current deadline of late July could not be met for production of the Guide.
- + Clarification of the name of the SIG (discussion re "Behaviour") There were a number of views expressed, then Carolyn Williams announced that the **irm** already called this the "People Risk SIG" internally. It was agreed all round that there was not time to discuss the matter properly and a mandate was given to the Chair and Secretary to change the name in consultation with the **irm** office if necessary before the guide was issued, in the meantime the existing name would continue to be used.
- + Future format for the *NEWSLETTER* to include techie boxes and links as the Editor felt necessary.

An excellent interactive talk, Risk and Reward Systems: "The I'm all right Jack!" syndrome, followed with our special guest, Professor Agi Oldfield, highlights of which are set out below and were presented in a historic cultural overview format:

- + Why organisations fail.
- + What is reward? – included all forms of money and promotion and even inclusion in "the in-group".
- + Performance related pay
- + Why behave in a risky way? - included self interest, maximise pleasure and minimise pain, only behave in desirable way if rewarded and "no such thing as altruism".
- + What shapes behaviour? – included organisational culture, embedded principles of hierarchy and status e.g. unwilling to challenge pilot in emergency, power corrupts and punish non-conformists.

+ Is management approach new? – included: short termism, lack of commitment, conflicting vested interests, and one which your editor wholly supported, the loss of the “owner manager” in business – the problem from career managers going from organisation to organisation and quote of Sir Fred Goodwin with no shame in failing.

+ Managing risk – included: recognise human motivation and align individual objectives and aspirations with that of the organisation ([probably one of our biggest challenges](#) – Ed) leading to assess and evaluate correspondence between individual goals and organisational goals, and beware of knee-jerk reactions.

And now for something different

Following on from *NEWSLETTER No 42* when I mentioned French Philosophy, it may be helpful to look at a brief summary of the subject: Defined as the study of the fundamental nature of knowledge, reality and existence, the subject can be said to deal with the theoretical basis of a branch of knowledge or experience.

The name comes from the Greek for “love of wisdom”. The origins of ancient philosophy date back to the period from the 6th Century BC to the 4th Century AD, the earlier influence of the “Plato period” of Greek history was later skewed by Christianity and the heavy Greek cultural influence on the Eastern Roman Empire. This eventually radiated through into the modern Western world. Indeed, Philosophy draws on the experiences of the three then existing major religions – Christianity, Hinduism and Judaism, although the theory is not itself religious.

The subject is of particular interest to us in the area of avoiding rushed decisions and in the understanding of other view points. There are several branches of modern Philosophy – the French version would appear useful, partly as there is good current research on the work of Deleuze as mentioned last month and the geographical situation and culture of France is central within mainland Europe. Appropriate extracts have been taken for the Guide.

***** End of Transmission
