

I RAVE ON ABOUT VIGILANCE, AWARENESS, FOCUS, STANDARDS, BENCHMARKS (BEING ONE – NOT CHASING ONE, JUST SO WE'RE CLEAR) AND A WHOLE OTHER BUNCH OF STUFF, DAY IN AND DAY OUT. YET EVERY TIME I WATCH THE NEWS OR ANY CURRENT AFFAIRS TYPE SHOWS, WHETHER MSM OR SOCIAL MEDIA, I'M HORRIFIED AT THE LACK OF ALL OF THE ABOVE. I SHAKE MY OLD SCHOOL HEAD WHEN I SEE THE WAY SOCIETY IS. THEN I GET CONFUSED AS TO WHY NOBODY SEEMS TO UNDERSTAND WHY. SO FOR THE REMAINDER OF THIS PAGE, I'M CHALLENGING MYSELF TO SEE IF THIS HUMBLE PUNTER CAN PINPOINT WHY. LET ME KNOW HOW I GO IF YOU LIKE

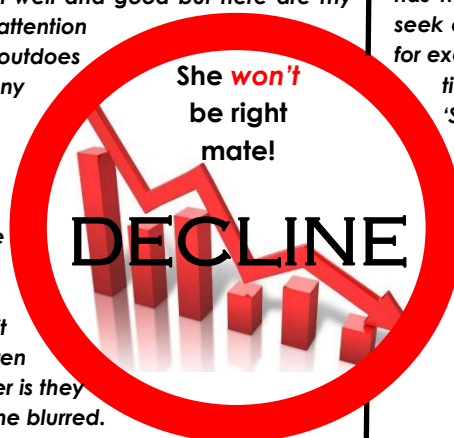
Understanding the need to combine **vigilance** with **situational awareness** to prevent insidious change. That's the kind of change that sneaks up on you and before you know it, you don't recognise society, your team or your environment anymore. Not many people can define vigilance let alone practice it. When are we the least likely to be mindful of this need? The answer is when we are going great. That's why and when empires decline. That's why first responders die and why most traffic accidents happen close to home.



I'm an X Box fan and I observe the reasons why teams lose when they play the Star Wars Battlefront game. Invariably the individual players tend to strive to get the high score. The operative word being 'individual.' What happens is that the mission gets lost because the objective (a team idea) gets relegated in favour of personal glory. I see no glory in being the best loser. This is what happens in countries, teams and families when the group focus is lost to the individual.



I like movies. I'm sick of modern movies. I recently searched YouTube for some movie trailers because two years ago I was given a \$100 voucher for a gold class cinema experience. That I haven't redeemed it yet tells me something. I fast forwarded through a formulaic litany of hostility, automatic weapons firing, vicious violence, foul language and completely over the top action that defied the laws of physics. All well and good but here are my observations. 1. People now have shorter attention spans and require quicker sequences that outdoes the previous action sequence. 2. Is there any wonder why society has a preoccupation with automatic weapons, violence or why confrontations default to violence at the slightest provocation when the first words said are the foulest? There is no buffer zone between cause and effect. This is the generation your team is selling to and that make up the talent pool you need to recruit from. Just so you know. Why do parents often lament "where did I go wrong?" The answer is they failed to notice insidious change and the line blurred.



I could write a book about how social media and reality TV has contributed to insidious change or "decline" as I'll now refer to it but suffice to say that dysfunctionality has now replaced functionality as the chief reason to seek entertainment. The 50's and 60's offered sitcoms for example that reflected the conservative post war times where dad was in charge and often called 'Sir.' Mum was revered and no one was ever divorced. All well and good that today's shows should equally reflect modern values but please don't ever again wonder why HR is your greatest challenge! If we are what we eat, what does a diet of mindless garbage make us?



Generally speaking, leadership will prevent many of the threats that manifest in the above, from defaulting to weaknesses. Management will mean you're coping with their realities probably due to a lack of leadership. They're always a threat and looking at them in a S.W.O.T. why do we even have a 'threat quadrant'? It's because we get to exercise awareness/vigilance. Knowing what we want to achieve is an Opportunity. Recognising the hurdles to achieve it (the threats) requires constant vigilance and ultimately saves you a bunch of time in that you don't need to do urgent things. Things like fixing problems, putting out fires, making restitution, meeting those overdue deadlines or a lot of other busy but not productive things. If you're beginning to see the causes, it won't help much unless this bulletin offers some kind of an action plan to prevent the collateral harm that such a decline results in. Discipline is the key. Self-discipline if you don't want to be swept up in the mess around you. Exacting discipline on the people who you rely on to achieve the goal. Then you need rules. Rules that are fair, consistent and easy to understand and measure. Then you need consequences for when they're broken. Consequences that are declared at the same time the rules are. Consequences that are consistent and deter non-compliance. Without consequences, rules are useless. Finally, you need to set consistent examples. If respect, manners, courtesy and class are rare (and they are) that should make them more valuable and a lot more memorable for people like your customers. Maintain your standards now

