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Uncommon Sense

Providing Clarity, Promoting Intelligence

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Issue: # 082

September 30, 2014

Greetings!

Great to have your attention once again. It was only a few days ago that I put out Issue #81 of *Uncommon Sense*, and yet, conditions and events have taken place that scream for another issue of *Uncommon Sense* close on the heels of the last issue.

A hearty welcome to my new subscribers -- some 60 or so individuals.

As you read this issue of *Uncommon Sense*, I suggest you not read just for the mere pleasure of reading, but ask yourself what you will do (or not do) as a result of such reading.

OK, let's get started.

Warm regards,

Ara Norwood



Self-Development

How Not To Manage Others

I consider myself extremely lucky to have studied management under the late Peter Drucker. Drucker is considered the elder statesman of management as a formal discipline. Studying management with Drucker at the graduate level is akin to a physics student studying with Einstein.

Consequently, I've developed a rather keen sense of what management is, and what it is not. Thus, I recognize good management when I see it. And I recognize bad management.

I witnessed an example of the latter recently.

A seemingly seasoned, but newly hired, director came on board at an organization I am privileged to serve as a consultant for. This director held her first meeting with the manager over the department that the director has responsibility for. Earlier, this director claimed she wanted to have a true "partnership" with the manager. However, her opening meeting with this manager suggested something other than a partnership. As I found myself in the fortuitous position of being seated just outside the director's office, and as her door was wide open, I was able to hear the meeting with crystal clarity.



Mrs. Director opened the meeting by telling Ms. Manager that she (the director) was not about to clip her (the manager's) wings. This sounded assuring.

Then Mrs. Director proceeded to do just that - clip Ms. Manager's wings.

Mrs. Director informed Ms. Manager that she was not to ever initiate any sort of email or other communication with any person in the organization at a higher organizational rank than she then held. No emails or phone calls or memos were permitted to be made to anyone at the director level or above, excepting, of course, Mrs. Director herself.

Next, Ms. Manager was not permitted to initiate any sort of email communication with her peers in the organization (i.e., other managers) unless the text of the emails were first sent to Mrs. Director for approval. Once approval was granted, then Ms. Manager would be permitted to send such emails to other managers, but Mrs. Director must be copied on all of them.

Finally, Mrs. Director informed Ms. Manager that she was not even permitted to send emails to her own team of direct reports without copying Mrs. Director.

OK, what can we learn from this eye-opening exchange?

We learn that Mrs. Director is a micro-manager. We learn that Mrs. Director does not, for whatever reason - or perhaps for no reason - trust Ms. Manager, a person she has just barely met. We also learn that Mrs. Director is capable of stating one thing ("I am not going to clip your wings") and then, in the very next breath, do the precise opposite of what she just stated.

Fortunately I have the privilege of serving as a performance coach for Mrs. Director, so these are things we will be working on.

But in the meantime, how much trust do you suspect Ms. Manager has for Mrs. Director?

The Elephant In The Room **The First Step to Defeating Evil is to Identify It**

When someone becomes ill, either through a virus or some sort of bacterial infection, it is extremely important that people in the medical profession correctly identify the nature of the malady, so that they can apply the tried and true remedies to defeat it. This is such common sense it barely warrants stating it.

However, while that same principle holds true in world affairs, for some odd reason, the American Left simply cannot bring themselves to accurately identify real evil. They prefer imagined evil - like global warming. I wrote about this in the "From Ara's Journal" column in the last issue of Uncommon Sense (#81). In that column I warned that "it would only be a matter of time before members of this perversely evil cabal find their way into our communities, . . . and then behead them. . ." I had no idea such an atrocity would take place within 1 day of my writing that. On September 25th, Alton Nolen, who had converted to Islam, marched into a food processing plant where he had been fired earlier that day and randomly attacked two co-workers. He stabbed both, and beheaded

the first, 54 year old Colleen Hufford.

So let's recap:

- A man converts to Islam.
- That man attempts to convert others at his workplace to Islam.
- That man appears to [admire Osama bin Laden](#) and hate America.
- After witnessing recent beheadings carried out by Islamic extremist groups, this man storms into his former employer and beheads a woman.
- And, the Left not only claim it has no connection whatsoever to his Islamic faith, but they mock the very idea.

The Left has disdain for the notion of connecting the beheading with Islam; in fact, they [sneer at it](#). Instead, the crime is labeled a case of mere [workplace violence](#).

When you have no ability to look evil in the eye and call it what it is, you open the door to more of the same.



So let me be precise: many -- in fact, most -- adherents to Islam are not dangerous; they are generally peaceful and decent.

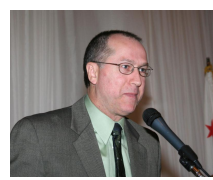
But there is a radicalized strain to Islam that is barbaric and evil. Yet it is aided and abetted by the useful idiocy that is the American Left.

And that, my friends, is the latest elephant in the room.

[Shameless Plug](#)

All Booked Up

I am fortunate to say that October is turning out to be a record-setting month for me.



In addition to having numerous college lectures to deliver -- about 14 in all -- I have 9 separate full-day seminars I will be delivering throughout the month to various corporate clients.

If your organization has a need I may be able to fulfill in the delivery of some executive education or some staff development, please reach out to me -- just not in October!

From Ara's Journal

On Being Lied To

A colleague, KJ, lied to me the other day. KJ does not know that I know that what was put forth to me as truth was a colossal lie. But I do know. . .



This wasn't one of those inconsequential lies, such as laughing at a joke someone tells you out of politeness, even though the joke is not all that funny. This was of the more blatant variety.

The lie, though unnecessary, was designed to hurt. And it did for a brief moment.

But I think the real hurt is likely to be experienced by KJ. I no longer trust KJ. I no longer want anything to do with KJ.

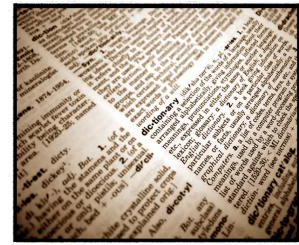
And in a world where conditions make it increasingly more interdependent, KJ may find him/herself alone as more and more people in that person's circle of influence choose to keep their distance.

Lying damages relationships, and does so severely.

The World of Words

Pedestrian

Building Your Power of Expression



Pedestrian adj.

Pronunciation: pə'destrēən

Meaning: For most of us, our first introduction to this word is the noun which refers to a person walking along a road. Here I highlight its use as an adjective to refer to anything that is lacking in inspiration or excitement. Things that are pedestrian are those which are dull, bland, or ordinary -- perhaps even boring.

Usage:

- *The people who turn to illegal drugs are often those who are disenchanted with their present, pedestrian lives.*
- *Jack Bauer, the fictional character on the hit TV series 24, was simply unacquainted with a pedestrian life style.*
- *His commencement speech was of such a dry and pedestrian quality that I almost started snoring.*

New subscribers, the Special Report "11 Ways to Beat the Odds" should have been sent out to you already. If you have not received it, please communicate that to me via email (ara@aranorwood.com).

For more information on my work, follow me on Twitter ("Ara Norwood"), or on Facebook (keyword "Leadership Development Systems") or via my website: www.aranorwood.com

Sincerely,

Ara Norwood
Leadership Development Systems