

The Development Vessel

Personal Development

The School and Business Pressures of Today's "Knowledge Economy"

Since the 1950's, the need for "knowledge workers" has increased rapidly throughout our society. The transition from the "manual worker" to "knowledge worker" has moved faster with the advent of machines, computers and the overall infrastructure of the modern business today; run by electricity and global communication. Where this has brought upside in the world we live in; there is still one downside: the price of achieving career success.

With the massive opportunities to work for major and global corporations today, universities and colleges have sprung up all across cities through a variety of countries. America, Japan, India and Europe contain some of the most prestigious schools in the world today. In the pre-industrial society, if you were the son of a farmer, you would grow up to be a farmer. Your parents would teach and develop you on skills of farming and taking care of the family, as attending school was next to impossible. If you did not perform as a farmer on a family-owned farm, you would be letting down your family. If you are not performing today as a knowledge worker in a medical or computer programming environment, you are impacting the business and others. The universities and colleges that exist today are designed to reduce the risk of failing in a working environment; unfortunately, we still perceive that getting into educational institution is bullet-proofing your career.

The "fear of failure" runs strong through everyone in the "knowledge society". Leaving high school we have the opportunity to narrow down what we want to do as a career. Do I want to learn neuroscience, genetics, become a manager, be an entrepreneur, work in social services, be a teacher? These "career questions" help us drive towards our goal – continuous study and strong grades to be accepted into a university, the study sessions that go on late at night attributing to sleep deprivation, the stresses of information retention and letting personal tasks fall through instead of school tasks to compete with others in the class. This fierce competition to be the best then follows us into our career, and as a knowledge worker, the continuous studying help us achieve our goals and be successful.

Is this wrong? No it is definitely not, what we need to realize though is there are a lot of career minded professionals that reach a point past their forties where they have achieved everything they wanted to achieve in their career. The manager is now an expert in management, the blogger an expert in blogging, and the teacher an expert at teaching. This "loss of direction" can be disconcerting for many professionals as they have "moved out of the competitive zone".

What you can do at your plateau to enrich your life again!

Start to develop relationships with others that you do not need to compete with. Maybe it's building your interests in a book club, or attending seminars on issues not relate to work such as government or environmental issues. Be part of a Rotary Club, lead a Toastmasters group or just spend time volunteering and begin to move from "building a career" to "building my legacy".

Planting the seeds in order to personally contribute and achieve will help you re-focus and understand that life is not always about work and the quest to be successful compared to others, but to be successful by helping others be successful, whether you relate to them or not.

Jorrian Gelink
Management Architect

Peter Drucker Quote of the Month:

"Any organization develops people, it either forms them or deforms them."

Web 2.0 Company Profile and Business Benefit

LinkedIn



What is It?

An online business network to help you connect with colleagues, start new business ventures, give/receive advice and to maintain your professional network.

Business Tips

Remember to fill your profile with details on your professional life. Ask for recommendations with those you have or are working with regarding your work.

Head to the "Questions and Answers" section and give advice in the topics you specialize in to show you are an expert in that field.

Link your LinkedIn profile to your business cards and e-mail signature, to remind those to connect with you!

Follow me on LinkedIn:
Jorrian Gelink



The Three Spheres of Management Communication

Communication is always needed in order to get things done. The importance of effective communication is for the receiver to understand what the message is, not for the communicator to make sure it is communicated. Interpersonal communication is the way we all interact in the workplace, but in the management or executive role, it is not only critical to make sure your information is passed "down", but to maintain communication "sideways" and most importantly "above".

First time managers and even seasoned managers can fall into a habit of just communicating downwards to their team. As this is what the "boss" does above you, it makes sense to mimic the behavior of "water falling" the information to your directs. What you may not perceive is your boss communicating upwards to his boss.

There are three dimensions to being an effective communicator to all "spheres" of management:

Communication to your Directs

* A manager's success is determined by the level of output from her directs. The first rule of understanding is do they understand their job description and the value they provide to the organization? For if this is not determined, any communication will be difficult to process and applied to work more slowly. In a worst case scenario a manager can misdirect, instead of direct if the employee does not understand their contribution.

* Are there any obstacles or news they need to be aware about that impact their work? Are there upcoming changes to events that your directs will need to adapt to? What is some news that can improve their performance? Keeping your directs "in the loop" instead of waiting for them to find out news by themselves builds a level of trust and enhances their skills and work production.

* What do they need from you? Listen to your team and ask questions of what is holding them back and what processes can be added or eliminated in order for them to perform. Their perception of their work environment compared to yours can be completely different, it is your duty to catch as much as you can and optimize the environment.

Communication to your Peers

* Communicate what you are working on and what is going well and not as well. Your peers may not report to you, but they can provide valued assistance and expertise.

* Ask if there is anything you or your team is doing to hold them back. If one department is doing well at the expense of others, the organization can not improve and loses traction. With this question regarding feedback, your peers may also ask you what they are doing to hold you back. This crisscross communication will ensure you both have the information needed to improve yourselves and your teams.

Communication to your Boss

* Find out what communication techniques your boss finds effective. Are they a reader or a listener? Do they value verbal communication or hardcopy communication? Sending weekly reports to a boss that understands more verbally will be ineffective for the both of you, as you'll keep writing and he'll keep on deleting not knowing what to look for.

* Any disruptions or possible complications in a project, keep your boss in the loop and communicate immediately. Without this upwards "red alert" communication, your boss may assume that everything is running smoothly. Embarrassment is not making a mistake, embarrassment comes when your boss says "You knew we were at a disadvantage in this area for weeks, why did you not inform me?"

* Ask for feedback. Find out what you or your team could work on, what the priorities are and if there is any news that can impact you or your team. For without direction, you will be misguided. Your boss will most likely ask the same question with feedback, share your insights and ask for possible solutions for the future. Once there is understanding of what you and your manager need or do not need to perform on key objectives, the question that follows is always: "Why didn't we share each other's feedback earlier?"

Your success in an organization relies on all three spheres of communication: your directs, your peers and your boss. Pulling these spheres closer to the center so they overlap more and more with continuous communication and improvement will result not only in you being successful, but everyone around you as well.



Jorrian Gelink is leadership coach and "management architect" in the continuous study and analysis of modern management. Providing free resources such as his non-profit management consultancy site, Jorrian.com, Jorrian wishes others to achieve a higher level of excellence and understanding in the field of management within their industry.

Following Peter Drucker's work (the father of management), Jorrian adapts Drucker's ideas and effectively teaches it out to others in a format that is actionable and up to date to current events. Jorrian Gelink wishes to be a thought leader in management and leadership throughout his career and share his wealth of knowledge with everyone!

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