

Anatomy of Organicide

Context

Power without responsibility governing over responsibility without power
Separation (and enforced mutual exclusion) between executive and delivery. No interest / understanding / appreciation of core business.
Self-appointed Managerial Take-over / colonisation after 7 years' relative independence and autonomy

Human Resources

Small organisation = cult features
Divide and rule / unity in adversity or in absentia
Family syndromes – expectations of loyalty / morality / exclusion
Blame Culture – Personalised rather than role and context specific

- Threats / fear / bullying tactics
- Scape-goating / pariah rather than causative responsibility

Detached from subject – inversion of priorities
Undervaluing / belittling / undermining > boosting / supportive
No understanding of quality of provision

Structural

Hierarchical / dictatorial not equitable or meritocracy
Static not dynamic management
Decision-making self-contradictory
Arbitrary imposition of will rather than rational logic / constructive
Individual over-rides collective – decision making
Possession / owner syndromes

Externalities - Believe P. R.

Used as vehicle for self-aggrandisement / status to impress external agencies etc / platform or launch-pad for bigger agenda
Project only positives – refusal to contemplate negatives

- refusal to contemplate improvements

Censorship / lying / coercion / dishonesty / manipulation = hypocrisy
Institutional insecurity about publicity (tabloid horror.../ historical traumas)
Rule by Prohibition > permissive
Collusion in corruption
Target-led rather than full potential
Tokenistic / Appearance

Financial

- Inability to plan / administer / account for simple budget
- Money-laundering rather than honesty
- Remote funder never visited / reported – no accountability
- Management remit clashes with project delivery

Consequences of incompetences

- Crisis induction and exploitation
- No basic systems generates Chaos and uncertainty
- Disrespect to clients. E.g. not returning student folders
- Waste of human time, energy, dedication
- Prioritise personal over purpose
- Soap-opera culture – dramatisation
- Paranoia / guilt / fear of discovery
- Power-politics rather than accountable process
- Amateurism + inability to admit / acknowledge inadequacies
- Pretence of professionalism
- Lack of distinction between personal and professional

Illegality

- Financial misappropriation
- Personal gain from charitable public money
- Nepotism – Pillow talk
- Non-accountable corporate structure
- Contractual – false claims of main outputs