

Anatomy of Organocide

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 – dramaticisation

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