

HR

BUSINESS AFRICA

MAN IN A
WOMAN'S WORLD

“They thought i
could not work
as a hairdresser”

HR REP TO CEO

GRACE
MURADZIKWA

The power of determination

WOMAN IN A MANS WORLD

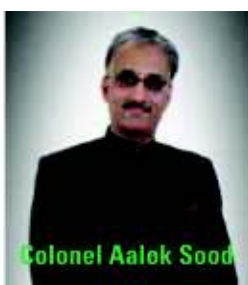
“I quit my job as a teacher and became a taxi
driver, a field currently dominated by
men in Zambia”

ZAMBIA: ZMK 30,000
ZIMBABWE: US\$ 5
BOTSWANA: BWP 40
SOUTH AFRICA: ZAR 30
NAMIBIA: NAD 30

CORPORATE BRANDING IMAGE CONSULTING TRAINING AND DEVELOPMENT EMPLOYEE WELLNESS RETIREMENT PERFORMANCE MANAGEMENT

BOOK REVIEW CORPORATE GOVERNANCE INSPIRATION CAREER CHOICES PSYCHOMETRIC TESTING

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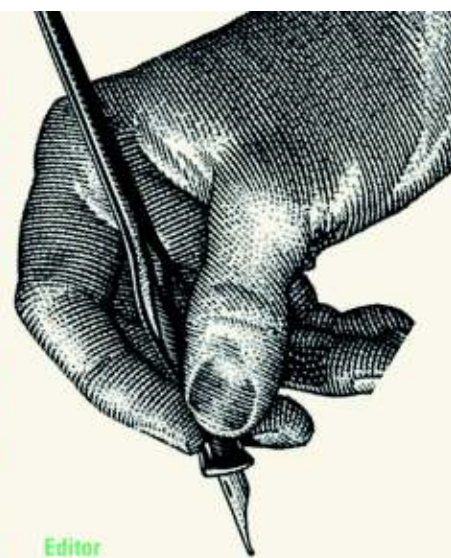
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THE COLOURED BRAIN THEORY

Human capital is an asset that is most flexible in nature, most abundantly available, most critical to success and yet, most under-utilised. The under-utilisation of the Human Resource (HR) is due to the kind of environment that is prevalent within organisations and affects performance

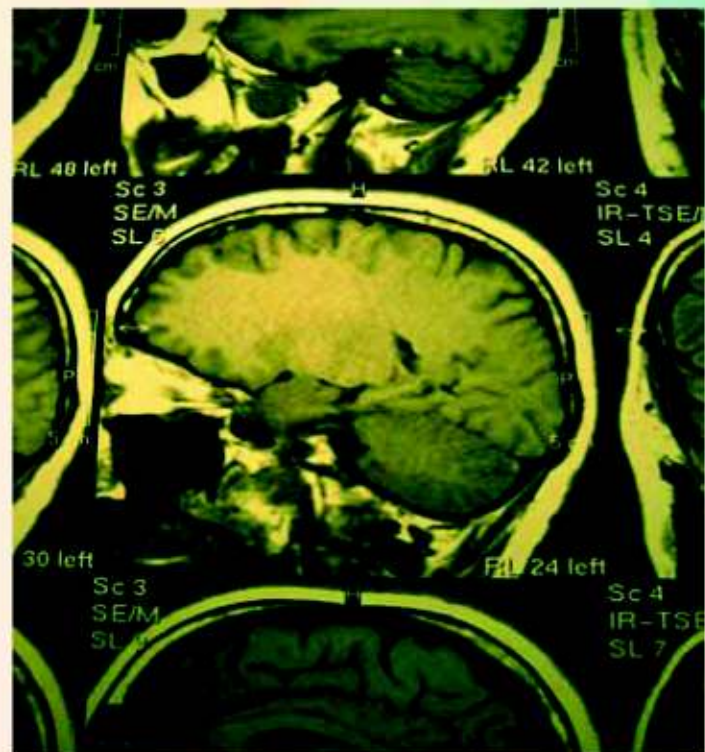
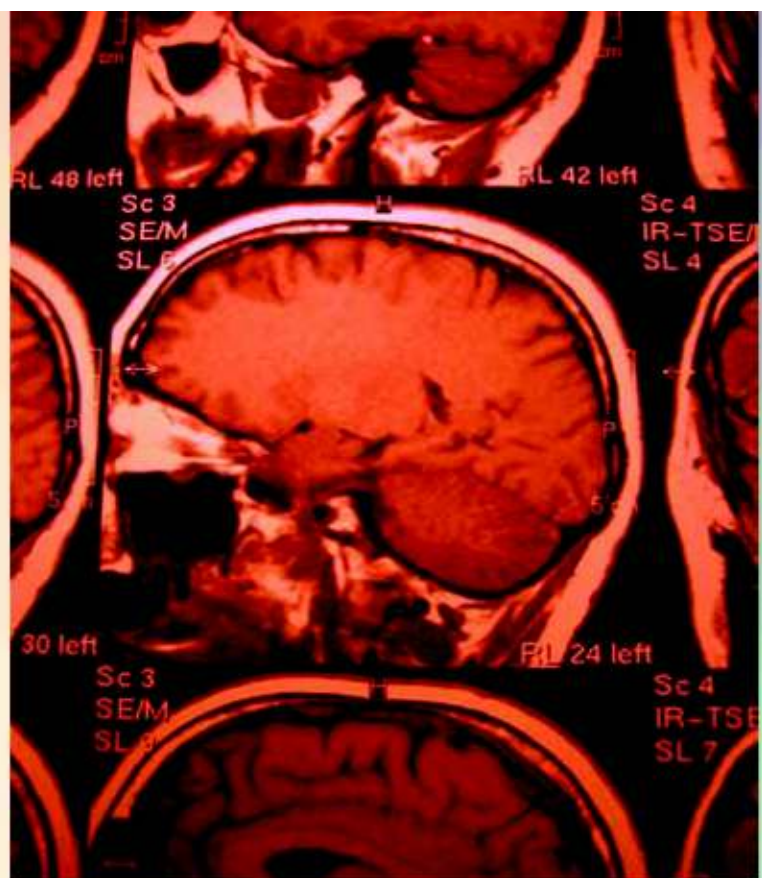
The Flexibilities of Human Resource

For a better understanding, we first must delve deeper in to the Human Resource. Now, do we admit that the 'think tank' of this human being is 'the brain?' Well, we do tend to agree with this theology; however, you are only partially correct. Surprised? Yes, it is a fact that most of us do 'think through the heart' as well.

That is the sole reason why today, along with the IQ, we hear about the EQ. A dictionary definition of EQ includes 'an array of non-cognitive capabilities, competencies, and skills that influence one's ability to succeed in coping with environment demands and pressures'. EQ is also said to be concerned with understanding one self and others, relating to people, and adapting to and coping with the immediate surroundings.

Thus, in today's time of a paradigm shift, both, for self and the environment, the HR needs to be tackled, both through the Congenital Brain Characteristics as well as the Emotional Drivers that are a big additive to the Thinking Brain. The training of the brain and the heart, is an essential part of any Organisational Culture Change, as defined

through the Directive communication (DC) Psychology. DC, is described by Arthur F. Carmazzi, one of the world's leading leadership gurus, with two of its postulates, 'The Colored Brain'. and 'The Human Drive Theories'. The sepostulates are instrumental in aligning 'the heart' and 'the brain'



The Need to Train the Human Resource

Some of us may be of the opinion that the HR does not require training. They feel that we are productive enough in any organisational culture. So, may we ask, 'In an Organisation, if the "management" and "employees" had the same vision, then why would they not be able to achieve the same?'

It is natural that there are factors that make each one of us think, behave and act differently, unique in our own manner. The cultural environment of the organisation does not allow the management and the employees to have a 'Merged Monochromatic Vision'. To think and achieve alike, therefore, we need to have understanding of the information provisioning; mutual interactions; monitoring; goading; learning; growth and development of employees (both technical and personal); knowledge empowering; change management; paradigm shifts in environment; and so forth.

There is a need for each one of us to utilise the human 'cognitive brain' to its maximum, vis-à-vis the 'reptilian portion' of the human brain. The trainings need to focus on the aspects so that an individual is trained to use more of the 'Intelligent Portion of the Brain'. Will the results then be any better?

All this entails Training and Development of the HR, so that the 'Objective Focus' replaces 'Process Focus'; 'Blame' is laced by Responsibility and Accountability, and 'Reactive Working' vanishes to become 'Pro-Active Working'. Also, Directive Communication Psychology, 'a system' in itself, in training focuses on the entire aspects of Career Counselling, Recruiter's Accuracy, HR Transformations, Team Synergies, Organisational Development, Culture Evolution/Evaluation and so on.

The Basis of the Coloured Brain Theory

Directive Communication Psychology utilises different colours of the brain in classification of 'Genetic Neuro-Processing'. It defines the way each of us experiences our environment and takes in and interprets information, which results in specific ways of perceiving and evaluating events and situations.

The Human Brain, by birth, is one of its own kinds. Whatever is imbibed later, only adds on to the 'Mother Board'. The 'Wide Spectrum of Vision' or the 'Limitations' of seeing things, is all due to the 'Core Processor' at birth, and the 'Software' loaded in the Human Brain over the course of time and experience.

Do you re-collect a colleague who always wrote down points of briefing very systematically and created flow charts for explaining things? Or how about the colleague who had multiple questions for the trainer, was very quickly comprehended the given subject and wanted to act on the initiative and felt frustrated when held back?

Above we have the two out of four prevalent 'Brain Colors' that we just described. The first one is typical 'Red' and the second, a typical 'Green'. Put the first in mega-management and the second in analysis of results, and you will find both, 'a Disaster'.

So, train for effective 'Career Counselling', 'Recruit' the correct person and then 'Train the Executives and the Environment', so that the strengths and limitations of each can be known. The management can then rehash the groupings or allow learning and development, for the betterment of the organization

The Human Drivers

Let us shift attention to someone in your group who wants a pat on the back whenever he does well, without which he grumbles. On the other hand, you have someone who works 24x7, provides support to many and yet never wants recognition.

Well, here we have two of the eight emotional drives that drive an individual towards their behaviour and achieving objectives within organisations. The first kind has 'Recognition/Significance' as primary driver and the second one has 'Responsibility/Contribution' as the primary driver. Give the opposite treatment to either one of them, and you have disgruntled and 'Never at Ease' executives in the organisation. It therefore is evident that within an organisation, along with the brain, Emotional Drivers play an important role in the behaviour, thinking, decision making, creating the right environment, and achievement of objectives.

The human mind is conditioned over the years and can thus be re-moulded for better effects, if so desired by organisations. It is the strength of mind that drives the individuals towards excellence or de-motivation. Therefore, Training and Development remains the key where organisations which are looking towards improvement of the performances of their executives and excellence of the organisation. After all, it is the Human Mind that catapults the Organisations towards Achievements.

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