

Office Politics and Flexibility

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NB: Flexiscribes are the things that code for business flexibility.

Office Politics Problem	Flexitypes needed				Flexiscribes needed (not an exhaustive list)
1 Vanity Projects	Design FL	Project FL	Management FL		Project prioritisation criteria. Stakeholder endorsement.
2 Passing the blame/buck	Communications FL	System FL	Project FL	Management FL	Foster an internal culture of failure as a learning opportunity (but don't make or allow others to make the same mistake twice). An incentive scheme that doesn't penalise prudent risk-taking.
3 Valuing loyalty over problem solving	Communications FL	Process FL	Project FL	Management FL	Foster an internal culture of constant innovation. An Incentive scheme that rewards significant innovation.
4 Dodging low status work (being ruthlessly single-minded)	Resource FL	Process FL	Project FL	Management FL	Management to emphasis allocation of tasks as a necessary part of well-rounded training and team building. An incentive scheme that rewards well-rounded team contribution.
5 Covert discrimination e.g. glass ceiling	Communications FL			Management FL	Objective recruitment, training and appraisal processes. Clearly stated organisational policies about workplace behaviours. Consistent application of such policies by senior management.
6 Empire protection (of depts or functions)	Resource FL	Process FL	Project FL	Management FL	Matrix management structures. Project based initiatives. An Incentive scheme that rewards significant innovation.