



FOOD FOR THOUGHT



Influence in Work

Just how much influence should you have?

Do we really think that Executive Management in companies is the main source of insight?

Some Facts :

UK Private Sector Employment	26.53 million as at March 2017
UK Public Sector Employment	5.42 million as at March 2017

[Source: ONS Statistical Bulletin]

Consider:

All the FTSE-350 companies each with, say, 50 senior executives account for 17,500 people

That's a mere 0.066% of the private sector workforce.

How are the rest making an impact?

Assuming that people going through business school are going to be in this elite grouping is, on the whole, missing the point. Instead they are going to be doing more mundane things, working at more junior levels or in smaller niches.

The continued focus on big things and higher echelons is not realistic. Instead we should be talking about how the next 20-30% down the ladder actually behave. It is they who need to understand how to walk the talk. And collectively it is they who will predicate what that talk is going to be about.

So shift the focus. Let's talk about how people who have a realistic chance to do something can make a difference. It's not going to be earth-shattering but it will make a difference to real people in many places and with ongoing impact.

Think about what happens in your organisation. Who makes change happen? Really?

Now think about all the times where direction from on high is not matched by behaviours. Where *Mission Statement* and practice are poles apart. Can you actually point to an instance where the **most senior** people in your organisation have visibly acted in accordance with those statements of values rather than following a more crude commercial logic? If the answer is "YES" then how often? If the answer was "NO" then what?

Take all this food for thought and digest it. What does it suggest to you?