



Subject:



Week 127 learnings - Speaking Out

Dear All

I noticed a significant trend last week after the death of George Floyd.

The concept of Black lives matter has spread across the world, we are seeing protests in Australia, in Canada, in UK, in Paris, In Germany. It seems like an amazing movement, and reminds of the Arab spring in and around 2011.

What I find interesting and of immense learning value is that ordinary people are breaking rank, very senior decorated public servants are breaking rank, that is amazing. Let's look at a few:

1. All the ex- generals in the US are standing up and saying what's happening is wrong, some served in the current administration.
2. Colin Powell, who retired from active duty 25 years ago and is a republican broke rank today and said that the current president is mishandling the situation and he is going to vote for Joe Biden.
3. New York Times employees protested to the management on the newspaper carrying a op ed from a senator. That's amazing.
4. Many Facebook employees are openly protesting about Facebook and its policy in containing or spreading hate. They have publicly called for action from mark Zuckerberg.
5. Absolutely notable is the total lack of any statement from republican senators.
6. Tim cook spoke of the app developer talent in china as also its manufacturing process of china when the whole world is asking what after china?

I don't think any of them is a whistle blower or a traitor. They are simply saying that a basic set of values are not being followed. I think many people are doing a bit of soul searching. This is about principled dissent, not cynics or rebels.

How good would it be if everyone who works in a company did this soul searching and asked ourselves what policies are dead wrong in current environment? So, what does it take to speak ones mind to bring the right amount of change?

In every profession and in this case the police in the USA, there will be many good officers and some bad eggs. The same is true in any organization. How do we listen to the silent voices and also the vocal voices.

My lessons:

1. This is a moment of reflection for all of us to do what's right and to follow the right policy and rules to arrive at solutions.
2. In a crisis , leaders tend to panic and take matters into their own hands. They start misleading people or doing downright wrong.
3. One good voice needs to be supported by another and another for this to be a movement. The collective voice is the soul of an organization, and not the collective bullies or the collective cynics.
4. This is not about power, this is about doing good and being decent.
5. Every profession will come under scrutiny , if it misbehaves, it's the police in this case.

Thanks enjoy, feedback welcome

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