

A culture of discipline



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A Culture of Discipline Name: Institution: Lecturer: Course: Date: A Culture of Discipline Research indicates the companies dominating the world's economy incorporate both entrepreneurial spirit and a heightened sense of discipline. This further shows that the two are necessary and go hand in hand in the making of successful business enterprises. The lack of creativity and independence renders a company rigid and having a stifling hierarchy. Discipline on the other hand is necessary in ensuring that the laid out strategies and practices hold in place as the company grows. Global market players emphasize on the culture of latitude for individual action in addition to that of discipline.

However, in order to cultivate this culture in the workforce, the company has to start by employing the right people. It is a waste of resources and an effort in futility if a company attempts to force the wrong people to behave in the right way. The employment of a workforce that has an innate sense of discipline will highly facilitate the implementation process and ensure the efforts are mainly concentrated on creating profits as opposed to instilling discipline. The latter can only be afforded in a correctional facility. When a company hires the wrong staff, then discipline can only be instilled by having a tyrant at the top that is able to instill discipline through the use of force.

However, this is short lived as the organizational structure will disintegrate when there is a change in leadership. The implementation of discipline in the organizational structure could be initiated through the design of “ stop doing” list. This list includes the various actions that the members of staff are to refrain from.

This list could be specific in nature or general. In being specific it could probable state, “ stop reporting to work after 8 O’clock” whereas in being general, it could state, “ stop being late for work.” Great companies further include the incorporation of technology in both their organization structures and production. The state of technology is very dynamic and there is always something new that is being introduced in the market. Business entities therefore have to be careful in choosing which technology to adopt in their firms in view of the wide varieties at hand. Great companies tend to acquire new technology with the focus of increasing the leverage as opposed of acquiring it for the sake of its newness. Great companies have realized that technology does not initiate change but merely facilitates it. This means that technology will only when the right factors have been put into place already, such as having the right staff.

This is best illustrated with a flywheel. This object requires intensive force and torque for it to gather momentum. This means that work has to be done constantly for a given time for desired results to be realized.

When the object has acquired enough momentum, additional motion does not require any additional force since the built up momentum is sufficient to keep it running for some time. The same is analogous to company: when the relevant factors have been implemented and the company has been set in motion, the discipline encouraged in the company can maintain the motion for a considerable amount of time. In contrast, falling companies are analogous to a doom loop. These companies are characterized by abrupt and radical changes that often lead these companies into bleak futures. Time brings about endurance and the nurture of invaluable lessons. Enduring

companies have insight and thus purpose to exist that is beyond just making money.

These companies have unique and distinguished organizational structures that are not merely setup to make additional money. These companies preserve their key values while adapting to the dynamism that is characterized by the modern market.