

What's Your Intent? Do You Have A Hidden Agenda?



“Organisations are no longer built on force, but on trust”

- Peter Drucker

What's the difference between Intent vs Agenda?

- “Agenda” can be thought as a temporary organised plan for matters to be attended;
And
- “Intent” can be thought as a course of action that a person intends to follow.

Intent matters! It is vital to trust! It's vital to organisations!

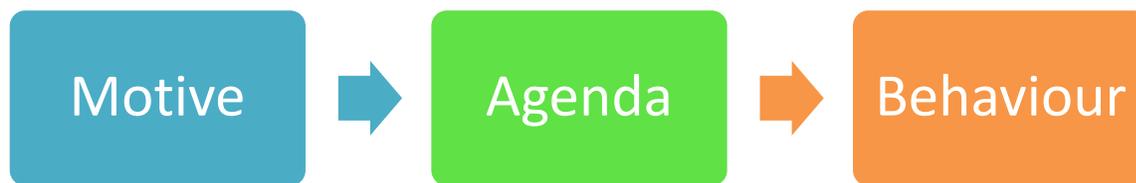
While we tend to judge ourselves by our intent, we tend to judge others by their behaviour. A person with integrity and capability but with poor intent would be someone who is honest and performs well but whose motive is suspect.

On the other hand, a person with good intention but without integrity and capability is a caring person who is dishonest or cowardly.

Questions:

- What kind of costs is your organisations paying if they question your intent?
- What kind of costs is your organisations paying because the team is suspicious of one another motives?
- What kind of costs is your organisations paying because employees don't trust management intent?

Intent by and large is drawn around three key things:



Motive is the reason for doing something. It's the "why" that motivates the "what";

Agenda grows out of motive. It's what you intend to do or promote because of your motive;

Behaviour is the manifestation of the motive and agenda.

If organisations are experiencing high level of employee disengagement (85%) as suggested by a recent State of the Global Workplace report, then why is it so? A low level of employee engagement is usually the result of three key variables:

1. Perceived Organisation Support
2. Job Engagement
3. Connectedness at Work

If any of the above variables indicate a negative value to the organisation, which would then imply a level of disengagement within the organisation.

What's interesting... is studies and research conducted by the Insider Threat team at Carnegie Mellon University have shown a direct correlation between poor Perceived Organisation Support and cases of Insider Threats.

Poor Perceived Organisation Support involves the extent to which employees believe their organisation pays little caring to their employees in terms of their well-being, their treatments at work, about being fair, and supporting their socio-economic needs.

The motives that inspire greatest trust in organisation is caring. Think about it: Are you going to trust an organisation who really doesn't care about you... or about your work... or about your principles, ...or your values?

The trust that we have in people and organisations comes in part because we believe that they do care and that their intent is true. The alternative is a recipe for disaster.

How Can We Help?

If you are concerned about possible high level of disengagement within your organisation or experiencing negative behaviour within your workforce, then we can help you overcome the potential risks that the “human element” may place your organisation.

CommsNet Group Employee Engagement Assessment is designed to reveal strengths and opportunities for positive change in your organisation as well as identifying organisation culture risk.

The Employee Engagement Assessment evaluates common attributes that influence the level of emotional motivation, commitment, perceived support, and connectedness your employees feel about your workplace. The objective of this process is to turn intangible motivators into markers for progress and success and importantly reduce the potential risk in negative unintended and intended consequences.

For more information, reach out to us at info@commsnet.com.au or contact us on +61 2 6282 5554.

Your Next Best Step

If you are keen in addressing the risk from within, but not sure where to start, why not attend our free Insider Threat Worksop. This half day workshop is conducted in most capital cities and are designed to help you understand the best practices that can be implemented to identify and mitigate insider threat within your organisation.

To find out more about our [Insider Threat Workshop](#)

Contact Us

if you need some more resource material, download the Insider Threat eBook by CommsNet Group, completely free of charge. For more information, you can also send them an email at: info@commsnet.com.au OR give us a call at: +61 26282-5554.