

THE EIGHT I's

1. INTEGRITY
2. INDISCIPLINE
3. INTRIGUE
4. INSUBORDINATION
5. IGNORANCE
6. INTORANCE
7. INDIVIDUALISM
8. INFORMALITY.

THE EIGHT Is AND HOW THEY AFFECT THE EFFICIENCY OF OPERATION WEALTH CREATION.

1. INTEGRITY

The word integrity stems from a LATIN word “INTEGR” which means WHOLE or COMPLETE. Therefore a person who lacks integrity is an INCOMPLETE human being.

This is a human quality of being Honest and having STRONG MORAL PRINCIPLES.

The principles include:

- Honesty
- Up rightness
- Rectitude(Almost blameless)
- Honorableness
- Good character
- Morality
- Nobility
- Decency
- Fairness
- Truthfulness
- ALL OTHER VIRTUES

Therefore, a person of no integrity has the opposite of the above qualities.

A revolutionary must be with integrity in order to practice REVOLUTIONARY DISCIPLINE and METHODS OF WORK.

As everyday practice, a person of integrity should for example behave in the following manner:-

- Never betray colleagues' trust even if one in trouble.
- Keep promises even if it takes extra effort
- return extra change given by cashier when one pays for goods.
- Never gossip or talk badly about someone
- Give constructive criticism
- Never makes someone else take the blame for something one did. OWN

YOUR MISTAKES

- Keeps secrets given to one by someone who confided in you except where such information is to the detriment of society or an innocent person.
- Fulfills one's duties at one's work place without expecting extra reward other than one's entitlement.
- Never expect privileges but only facilitation to enable one fulfill one's duties.
- Believes in team work.
- Does not take praise for someone else's work even when such a person was under one's supervision.
- Be ethical in whatever one says and does.
- ALL IN ALL, AVOIDS CORRUPT TENDENCIES.

2. INDISCIPLINE

This is situation where one does not behave the way society likes. This includes:-

- Not obeying RULES set by an organization or institution(DISOBEDIENCE).
- Failure to control one's behavior.
- Failure to control one's mode of life.
- Lack of respect for others(junior or senior).
- Indecent way of dressing (careless dressing shows a careless mind).
- Carelessness.
- Telling lies.
- Dishonesty.
- Excesses(Eating, drinking).

ALL IN ALL INDISCIPLINE IS LACK OF INTEGRITY.

3. INTRIGUE.

The word has mainly two meanings:

- a.) To arouse one's interest or curiosity.
- b.) To make secret bad plans that are detrimental to someone.

The second meaning, is my view, more relevant to this paper. The word was borrowed from french, Italian and Latin languages.

FRENCH – INTRIGUE
ITALAIN – INTRICARE
LATIN – INTRICO

The main characteristics of intrigue is that the bad plan to harm someone is made in a way that make it look good. In other words the bad plan is “SUGAR COATED to the extent that the one realizes it when it is too late to avert it.

Secondly intrigue can also be exhibited in rumors mongering. A rumor monger is said also said to be double tongued and causes confusion among friends or people in one group.

Therefore intrigue is UNREVOLUTIONARY and SURBVERSIVE and should be avoided.

4. INSURBORDINATION

This is a state of a JUNIOR being DISOBEDIENT or DISRESPECTFUL to a SENIOR.

This involves:-

- Refusal to obey LAWFUL command or instructions.
- Disrespecting superiors.
- Using vulgar or mocking languages to superiors. This could include a member of the disciplined forces refusing to salute his or senior, failure to stand up when a senior approaches, accepting to carryout an assignment and therefore failing to perform with reasonable cause. Insubordination is indiscipline and strain working relationship and affect optimum performance.

Important to note is that insubordination is in most cases DELIBERATE and therefore CONCIOUS . It should therefore be punishable.

5. IGNORANCE.

PHILOSOPHICAL QUOTES:-

- “HE WHO KNOWS NOT AND KNOWS NOT that HE KNOWS NOT IS A FOOL. AVIOD HIM.
- “HE WHO KNOWS NOT AND KNOWS THAT HE KNOWS NOT IS IGNORANT. TEACH HIM”.

Ignorance is described as lack of KNOWLEDGE or as a state being UNAWARE or of NOT AND DELIBERATELY IGNORING IMPORTANT INFORMATION OR FACTS.

There, ignorance is in most cases unconscious and at times described as a disease that can be cured by always YERNING for knowledge.

There is a common saying that “ SOMEONE WHO DOES NOT KNOW ABOUT A PROBLEM DOES NOT WORRY ABOUT IT.

Does this saying mean that ignorance saves one from problem? T the contrarily NO. Ignorance will lead one problems because an ignorant person will always plug into problems unknowingly. That is why revolutionaries must always be ready to learn.

However, in some rare cases ignorance may be good. For example being ignorant of issues that may cause stress is better.

That is why the principle of, “NEED TO KNOW' is important. This principle implies that one should know what one MUST know and not knowing for the sake of knowing.

6. INTOLERANCE.

This is a state of being UNWILLING to accept others' view, beliefs or behaviors that differ from one's own. This is NEGATIVE INTOLERANCE.

In some cases, however it may mean a state of one not being able to stand or accept behavior that is NOT acceptance in society. This may be called POSITIVE INTOLERANCE.

Negative intolerance may be exhibited in the following:-

- Refusal, to respect other peoples' beliefs or opinions. Respecting other people's belief or opinions does NOT mean BELIEVING in such beliefs or opinions.
- Refusal to respect people that do not belong to the same social group one belongs.
E.g. The rich Kampala BAGAGA KWAGALANA GROUP cannot accept someone who is not of their financial status to become a member of their club.
- Not tolerating incapacitated individuals or groups. E.g Minority groups, people with disabilities, etc.
- Failure to tolerating other peoples culture. On the other hand, POSITIVE INROLERANCE could include:

Institutions not accepting certain behavior or conduct e.g.

a) The disciplined forces are INTOLERANT to indiscipline, insubordination, etc

b) Religion may not accept certain practices, you cannot be considered an ardent Muslim when you eat pork and take alcohol. Similarly, a good Christian must behave in accordance with biblical teachings .

Intolerance can also apply to human health. When one is allergic to some foods, plants, drinks, drugs, etc., it means that, that person's body is intolerant to those items one is allergic to. In my view this is also POSITIVE INTOLERANCE.

Therefore positive intolerance is revolutionary and should be encouraged.

In other words, intolerance can be either POSITIVE or NEGATIVE depending on the purpose for which it is applied.

7. INDIVIDUALISM.

Historical saying.

- I ENGLISH: “EVERYBODY FOR HIMSELF AND GOD FOR US ALL”
- II LUGANDA: “OMU TALYA NKOKOYE?” (can”t you eat your chicken when alone)
- III ENGLISH: UNITED WE STAND DIVIDED WE FALL.

The first two saying support the idea that one can survive on one's self. While the last tends to support unity.

Then what is individualism? It is the idea or believe that FREEDOM of THOUGHT and ACTION for EACH PERSON is PARAMOUNT. It is the opposite of COLLECTIVISM.

The major principle of individualism is that EVERY PERSON is UNIQUE AND SELF-RELIANT . It therefore emphasizes the FREEDOM OF THE INDIVIDUAL even if it was to be against that of the many.

People who believe in individualism are those who think that they can perform BETTER when they work ALONE and do things in their way without even taking advice. They don't believe in team work.

Individualists even believe that THE STATE EXISTS FOR THE INDIVIDUAL AND NOT THE INDIVIDUAL FOR THE STATE.

Important to note is that some countries in the world base their policies on individualism. A good example is USA. This actually brings a big and serious debate as to which is better COLLECTIVISM or INDIVIDUALISM.

In my humble view, teamwork and therefore COLLECTIVISM should be encouraged but also recognizing individual performance within the team.

8. INFORMALITY:

Informal is the direct opposite of formal. Something formal is that is official or orderly.

Informality is mainly characterized by:

- Relaxity.
- Friendliness.
- Unofficiality.
- Acting out of legalities.

One question that must be answered is whether performance of duties must always be formal..

In my view, formalities are in most cases COSMETIC and do not address REALITIES.

For example in a formal Discussion a junior may not be at liberty to express his or her own views. Whereas in an informal discussion that is in a RELAXED and FRIENDLY atmosphere, one will express one's views freely.

My considered view is that both formal and informal for a should be encouraged in order to get individual people.

Views gathered in INFORMAL for a can then be formalize in FORMAL for a. Informality must not always be the practice but should not be discouraged.