

MANAGEMENT AND POLICY

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Leadership and power

The concepts of management and politics are inseparable because: drive if you can, and if it has the power means we can and drive.

What is important in the context of the Romanian society of EU membership condition is the extent to which performance management is or may become a component generating success for public policy and is the extent to which public policy objectives are fulfilled in conditions of effectiveness and efficiency.

Analysis can develop in both directions, so starting from management science to practical politics and vice versa.

Sun Tzu, in his book "The Art of War" 2400 years ago, said inter alia:

"Victoria (nn. we say success) is the main purpose" and "Those who do not understand how to exploit resources in an advantageous way" or "An expert not require additional resources.

These recommendations are key to successful teaching and performance in any enterprise and the more so in politics.

Romanian public space is overwhelmed with cases that demonstrate the waste, lack of effectiveness and efficiency. Any expert report, Romanian or European demonstrates weak administrative capacity and the inability of absorption of EU development funds available to Romania.

The effects of these situations are weak development of our country and placing them on the latest position in relation to any relevant indicators by comparison with EU member states.

Daily demonstrated no performance management level public authorities, public institutions or public services (whether autonomous or companies with majority state).

About antimanagement

Romania analysis by studying the evolution of macroeconomic indicators demonstrates the great influence of temporary factors in the evolution of public policies, their inconsistency and chronic inability to design, agree and implement reforms (whether they be legislative, institutional, economic or social).

"Today, here, now and FOR US" political decisions seem to be imperatives.

From such a perspective of economic developments are easily found. Expert reports in their quantitative aspects (macroeconomic indicators) and qualitative analysis shows ignorance, inconsistency, weakness and lack of performance in our country.

In fact, there is no power to Romania, even if resources are large (human, material, technological, information, energy, knowledge etc.). Romanian potential economic performance is much more than realized. This assertion is widely accepted.

Obviously we have a poor policy because we lack quality management and make poor management for policies, excessively, influence and disrupt the performance. Sounds like a vicious circle.

Worth analyzed some objective causes of this situation. Might act on these cases easier targets than the subjective interests of political leaders or group interests promoted by political parties.

In a democratic state, as Romania is and wants to be, the role of political parties is, quote: "... to help define and express the political will of citizens, respecting national sovereignty, territorial integrity, order and the principles democratic "(Romanian Constitution, Article 9, paragraph. 2).

If we refer to the legal order and democratic principles, the analysis would go too far to the legal and socio-political.

From management perspective is important "expression of political will" of citizens, inextricably linked to the need for performance in public policy.

All the Romanian Constitution, for the essential needs of citizens, specifies "the State MUST take measures of economic development and social protection of nature to ensure citizens a decent living "(Article 47, paragraph (I) of the Constitution).

So economic development and social protection of citizens is a FUNDAMENTAL OBLIGATION of the state. Reality shows that currently, the State fails to fulfill any role and any functions for which was created

Basic questions are:

1. What causes the disabilities?
2. What responsibility have and how much responsibility act political parties for the state to its functions and role to fulfill economic development?
3. What is the importance of management in this complex relationship?

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Next try some answers to these questions.

Management science provides knowledge and methodological instruments of scientific substantiation for organizational performance. Why the state, through policies, NOT EXPLOIT this resource effectively? Much of the answer we find in bad ways of functioning of the institutions of the state generally and bad ways of functioning of political parties in particular.

Going forward with the analysis, the following questions arise:

4. "WHY malfunctioning political parties?
5. Are they not political parties set up to provide political and public services for citizens?
6. Are they not concerned political parties to obtain performance and that their representatives be elected and re-elected by citizens for dignity and public offices?

The answers to these questions depend on organizational performance capacity of political parties to develop a performance management for the fulfillment of public policy objectives.

Regulatory framework fundamentally about political parties leaves the following data: Romania's constitution, by Art. 40, paragraph (1) establishes the right of Romanian citizens to free association in political parties, employers, trade unions and other forms of association. Law no. 14 of 2003 political parties determines how the organization and functioning of political parties.

Question naturally arises: The general rules of organization and functioning of political parties established by law to allow performance to organizational mission and social policy for the political parties there?

Management of political parties creates the foundation for the state, through its fundamental powers and institutions to fulfill their obligation for economic development and ensuring the citizens of a decent living?

Addressing issues of management of political parties will find that it is one of the causes of mismanagement of public powers, authorities, the fundamental institutions, public services and economic entities with majority state.

Because: "As in heaven so on earth" can paraphrase and say that management of political parties defines quality management of state institutions.

Plastic may expressed the laws of the macrocosm and microcosm **work or as political parties and the like is built on them.**

Is would be preferable to work better political parties and then the State?

Obviously yes, but reality proves that poor management of authorities and public institutions is the faithful expression of the quality of internal management of political parties.

We speak of a translation of cultural management, the parties to public authorities and public institutions, and in terms of credibility, one can speak of symmetry between the degree of credibility of political parties and the degree of credibility of public institutions.

However, it can be said that in some cases, local authorities (especially some mayors or county councils) and the citizens have acquired more credibility than political parties.

This situation is due to the fact that in many cases, local authorities and local public works services and meet citizens' needs better than central state authorities and institutions dominated mainly by party representatives.

Does it make the county and local level management of public services and better quality than at the central level?

The answer to the question may be: depends on the particular analysis.

But the fundamental problem is that the quality management of political parties and its implications on the functioning of authorities and institutions and especially State of public policy performance. It is easy to see that antimangement expressed within political parties and then finds its expression in the public authorities and public institutions and services.

So to increase the quality of management of public authorities, public institutions and public services, to improve its public policies promoted and applied by them is essentially the need to increase the quality of management from within political parties.

To increase organizational performance of political parties can be identified several ways forward:

1. Increasing the managerial culture in the political parties, but especially at the level of political leaders;
2. Training and development of managerial skills at political leaders;
3. Increase the legal accountability of the executive authorities to obtain performance in implementation of public policies;
4. Background activity of political parties based on principles of individual accountability for performance targets;
5. Operationalizing democratic principle of separation of powers on parties (legislative, executive and judicial).

6. Application of human resources policies for promoting obedience to the prejudice and nepotism;
7. Promotion in the organization and functioning of political parties view the utility group
8. Separation of political responsibilities to the public authorities for decisions on public policy management responsibilities for the execution of these policies
9. Definition of hierarchical levels to which people are called to public office by political factors and that the hierarchical levels at which management and specialized competence is the key factor in employment functions
10. Law to provide for the dignity of elected representation and powers of decision and executive responsibilities to return specialists and managers through management contracts to obtain performance in implementation of public policies.
11. It would be desirable that the management contracts for execution of public policies have different terms of the policy mandates of elected officials.
12. Administration reform should be seen, above all, the reform of management based on scientific methodology and less as change continues after the fashion or political whims of the moment.
13. Promoting and respecting the threat of sanction of a regulatory framework based management methodology for initiating, drafting, adoption and implementation of public policies and individual accountability for performance.
14. Defining the law of responsibility to continue and complete the investments started in prior political mandate.

Ridiculing the facts, we could say that: State shall be bound by the Constitution but not economic development. Political parties, but can not. Elected officials will do, but do not let them rest. Officials would make them, but are politically oppressive.

Overall, we have what we have but who do not know how, when and for how long? I mean, IT COULD BE, BUT IT'S NOT! Why not? Performance IS NOT.

Why is performance? Because quality management is NOT practiced. Why not do a good management? For management science is NOT known at the table, among party members, so DO NOT apply scientific management methods in political leadership.

In other words:

NOT exist without good policy management, and performance management without the wise policies can not be.

Moral:

So, if we solve and progress should be known and implemented performance management and policies by political parties and their members, especially **political leaders are first responsible to do that, that is management.**

Causes:

A-Objectives:

- Law;
- Social needs of the show and confrontation;

B-Subjective:

- ✓ The organizational weakness of parties;
- ✓ Organizational Culture of parties, leaders;
- ✓ Culture trainers of opinion in the media;

- ✓ Cultural paradigm according to which the joy of the moment is valued higher than the success of time;
- ✓ Tendency to spontaneously towards banality sensational success gained through well-planned effort.

Harris Interactive survey conducted on 23,000 subjects in key industries and key functional areas in the U.S. (cited by Stephen Robert Covey in his book "The 8th stage of wisdom", pp. 2-3, publishing Alfa, Bucharest, 2006) showed that in organizations:

- ❖ 37% of the subjects understand and know clearly what the organization is trying to steal part and I know why the organization is trying to achieve that end;
- ❖ 20% declared themselves enthusiastic with goals and he proposed that it is part of the team;
- ❖ 20% can discern the common elements of their tasks and the team he belongs;
- ❖ 50% of employees are satisfied at the end of working;
- ❖ 15% believe that organizations that allow them to achieve their most important goals which they aim;
- ❖ 15% feel that working in an environment where trust is at the place of honor;
- ❖ 17% believe that there is open communication in the organization and respect for other opinions, which results in the emergence of new ideas;
- ❖ 10% believe that the organization considered the employees responsible for the results of their work;
- ❖ 20% have full confidence in the organization they work for;
- ❖ 13% have close relations of cooperation and a trust in other groups or departments within the organization.

For a football team of 11 players would mean that:

- ⇒ only 4 of 11 players know they have to do on the ground and reason for playing the game;
- ⇒ only 2 of 11 players know what position is evolving and what to do;
- ⇒ only 2 of 11 plays for their team and 9 other teammates play for the opposing team.

Peter Drucker said 90% of the problems organizations are management problems. How political parties are organizations and then they, as a result of the election process, populate the public authorities and institutions, leading and public services, how important result is that scientific management be promoted to general level in the inner life of party organizations.