



Who you gonna call...?

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***Useful phenomena that
can be encountered in
organizations***



AALBORG
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*Wise
Mind*

The ordinary ghost



The ordinary and HARMLESS GHOSTS can be characterized as behaviors or beliefs that can be attributed to something rooted in a previous practice.

It may be something you have had success with in the past, but the conditions have changed and you have stopped with this particular practice many years ago.

Suddenly, the behavior reappears, without anyone really knowing why you did it in the first place.

The headless Rider



THE HEADLESS RIDER is a phenomenon, or ghost, that can be observed when an owner-manager, a board member, or another top manager visits an organization. What occurs in an organization when such a person has strutted out in the organization creates so much noise and chaos in its footsteps. The person interferes in something he does not have detailed knowledge about, and sprinkles around with good advice and recommendations for those you meet on your way. Such an incident leaves great insecurity among employees.

The little Grimling



GRIMLINGEN is a curious cousin who steals a lot of resources without causing anyone to intervene. It can be an unproductive use of forms and rigid procedure. It can be small errors in IT systems. These may be rules of conduct that are downright unnecessary.

***Microsoft once had a bug in their Software which gave the following message;
Your PC has performed an illegal action, so your software shuts it down.
A lot of unproductive actions.***

The big Monster



The big ugly MONSTER are actions often referred to as Strategic Efforts, which means that no matter what, it must be implemented. It is often "To big to fail" and examples of this are in the implementation of a new IT system. It is rarely career-enhancing to criticise such projects. Often among employees there is very little ownership of such projects. Monster projects can kill an organization.

Skeletons in the closet



SKELETONS IN THE CLOSET are probably the most well-known phenomenon in an organizational context. It is often a question of what you can call "Would not know knowledge" – that is, knowledge we suppress.

Postponed pleasantries In the form of, for example, a child. Postponed maintenance or necessary costs are often costly actions. Lack of regulation or intervention in managerial contexts is also dangerous, think of SOME and other things where the moral norms of the times are changing.

The executioner or wounded dog



The EXECUTIONER or WOUNDED DOG is a term that usually covers the consequence or product of bad or just unfortunate leadership actions. A bypassed or fired employee has a greater tendency to build a desire to take revenge on individuals or the entire organization. Many major scandals can be traced back to injured employees who have gone to the press with harmful and confidential information. The direct motive for revenge is often quite evident in such cases.

The ghost leader



The GHOST LEADER is a real apparition. These are remnants of behavior, rules or concrete actions a former leader has advocated or directly carried out himself. It can be a really charismatic leader, or you entrepreneur and entrepreneur, who through his behavior has created a concrete practice. You can see such actions copied many years after the manager in question has left the organization. Such actions are rarely harmful, but can create resistance to new approaches.

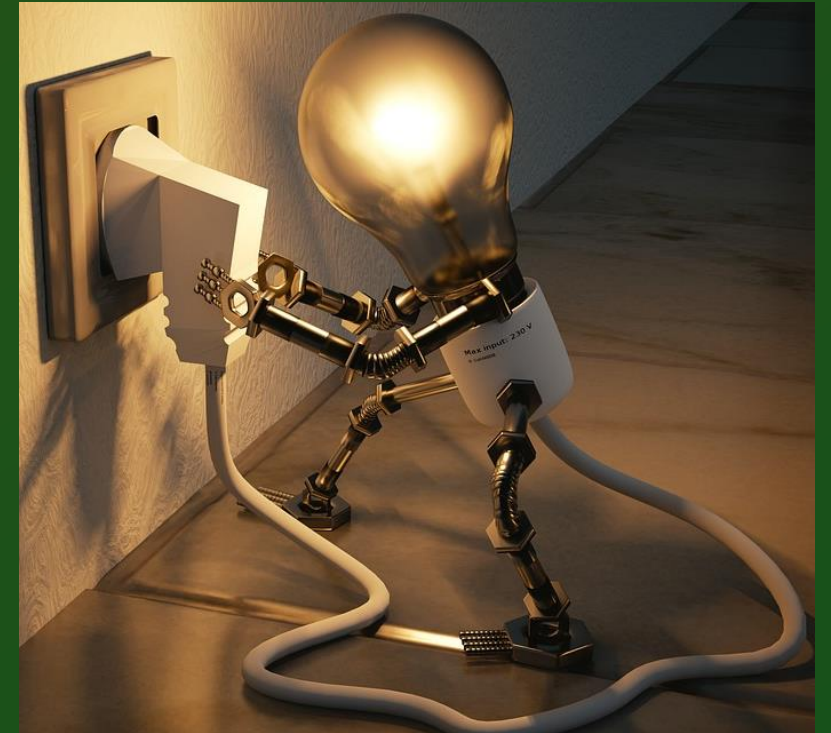
What, then, is the medicine - when or if we have seen a ghost?

What do we usually do when a child can't sleep because they're afraid of a ghost?

Turn on the light

When we want to treat and drive away the ghosts, we literally have to turn on the lights.

With storytelling, we must create an intersubjective realization about the inappropriateness of the concrete ghost, and through this visibility redefine the common narratives that exist around a specific phenomenon.



The phenomenon of organizational ghosts



Are you a new Ghostbuster?

