

# Will the Real Organization Man Please Stand Up!

by Vance A. Stinson

Recently, someone gave me an article describing two "breeds" of persons. One is called the "Organization Man". The other is called the "Post Organization Man". While "Organization Man" is an epithet normally used within the business world, the author applies it and his own "Post Organization Man" to the religious world. According to the author, the Organization Man belongs to the organization. His relentless competitiveness is a manifestation of his most outstanding attribute: his steadfast loyalty--*loyalty to the organization*, that is. The post organization folks are quite the opposite. They work easily with each other. And, above all, their first loyalty is to God. While some of these people may be within one of the larger organizations, they have higher loyalties.

I understand what the author is saying when he speaks of the Organization Man. However, the epithet is misleading, and the author's description is also misleading.

Let me explain.

Before coming to work for the CGI, I was in the newspaper business, and other businesses before that. I am fully familiar with the type of person called the Organization Man, I've encountered him several times. However, there are very few *real* Organization Men. The epithet implies loyalty to the organization, but the so-called Organization Man is not in the truest sense loyal to the organization. Rather, he is

loyal to his own self! He is "loyal" to the organization *only as long as the organization provides him with the things he wants!* When the organization no longer provides the perks, raises, promotions, or whatever particular rewards he desires, he will most likely leave the organization and go to work for the competition! Or, in fact, he may become the competition! The so-called Organization Man *may become the organization's worst enemy!*

That's why the epithet is misleading. The Organization Man is not an organization man at all. He is a *self-serving man*. As long as he's in the organization, and as long as the organization serves him well, he is way out front where "loyalty" is concerned.

But when he doesn't get his way, when others are promoted over him, when the rewards he thinks he rightly deserves are not forthcoming, then he changes. No longer is the "company man" he was perceived to be. He has now joined the ranks of the disgruntled, and may even emerge as their new champion.

The same phenomenon occurs in the religious world. I have encountered the same type of person there, as well. I have seen men, in a time of crisis, suddenly transform themselves into the organization's greatest defenders. But as soon as they realized they were not receiving the recognition they had so craved--when they perceived that their plans and programs had been cancelled--they

turned and attacked those they had formerly defended.

True loyalty is quite another matter. It's not all that different from true love. If our love for a person depends primarily upon how well that person pleases us, then our "love" is not love at all--or, at least, it is sorely deficient. Loyalty is somewhat the same. Even though the organization and its leaders do not always please me perfectly, I remain faithful. I still believe in the organization's goals, its purpose for existence, its programs, and its people. I cannot allow my own disappointments to cause me to throw away, or turn away from, something so important.

One of the major problems I have with the article is that it leaves the impression that if a person is loyal to an organization, his loyalty to God is somehow weakened. Perhaps the author did not intend to leave that impression, but he did nonetheless.

The truth is, loyalty is an essential ingredient to all human relationships. Our loyalties on this earth--and I'm speaking of *genuine* loyalties, not the self-serving "loyalties" of the so-called Organization Man--are, or should be, a reflection of our higher loyalties. Please read Ephesians 5:22-6:9. If a slave's loyalty to his master is a reflection and outgrowth of his loyalty to God, then is our loyalty--our *genuine* loyalty--to a church organization anything less?