

Political Environment Case Study

Organizational Behavior and Management/CJA444

In the scenario, "When Politics Trumps Policy," there are many ways that a person could respond. The new governor has just sent the all the individuals within the society a letter stating in effect that the general

population's institution is not the "Ritz" and demanding that all "frivolous, namby-pamby programs teaching the ABCs and where cons learn how to hammer nails" cease immediately. He has asked for our written response, a plan for tightening security, and the implementation of tougher inmate programs within one month.

How should we respond? We are fully aware that the new governor has very little political knowledge and were only elected because of his previous stature in the sporting world. This does not mean that he has no political power, but it does mean that he may not be in power for a long time. When we respond to the new governor we do so with facts. We do not start our message by exhibiting confrontational behavior because we have little ground to stand on. We begin our response with respect and share the facts. It has taken us a while to get to a point with our staff that we have a fully functioning and efficient cohesive unit. The programs we have in place have been praised and gained national attention for their effectiveness. Recidivism has been reduced 30% and both our staff and the citizens who are voters have accepted our practices and methods.

Would the newly elected governor have us take so many steps backward when we have obviously taken leaps forward? We should argue that our programs are doing well and have demonstrated their good through

the facts and figures of reduced crime and repeat offenders.

The problem with this is that there is little room to negotiate with the governor. Regardless of our feelings if the governor believes that the programs need to end, he will have the power to make this happen. We could try to negotiate and offer that we cut some back on a trial basis, or leave them running to demonstrate further results, or even offer that we take it to a vote from the public. The problem with this is that when we oppose the governor we run the risk of making a political enemy out of him. This could make life very difficult but it may be needed if we wish to maintain the effectiveness of our current programs. If the governor wants programs to be tougher on inmates then we should ask his recommendation for doing so.

Before our programs and policies are dismantled completely it may be wise to see how much support they have gained internally and externally. If the programs have a wide range of support on both fronts that just may be grounds enough to keep them. The governor seems to be acting on his own impulse and the large majority of those who vote for him will influence his view. If we can demonstrate that the public is in full favor of our policies and program he may step down off his stance of treating the inmates in harsher fashions. This could be done by creating a petition or by contacting the media to show the good that the programs have done. This could be done