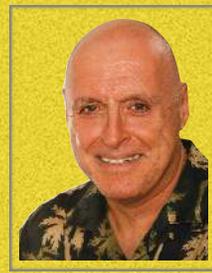


THE EXTRA POINT

BY JERRY ROBERTS



149 What We Can Learn From the Primary Recount

The primary election recount and the laws that govern it caused a lot of confusion, indecision, and unhappiness about the process. I'm Jerry Roberts and there's a learning opportunity here for all organizations. Let's talk about that today, on The Extra Point.

As the saying goes, when you're up to your elbows in alligators, it's tough to focus on what brought you to the swamp in the first place.

The recount law needs changing and Sen. Mike San Nicolas says he's going to take that on. That's a good start, but let's not stop there.

This issue of spoiled ballots has to be cleaned up. If someone mistakenly selects 16 or more senatorial candidates, that should not invalidate their votes for governor and the congressional delegate.

Recognize and honor the intent of the voter. If his or her other choices are done correctly, it's an overreach of the law to do away with them.

But there's more and I hope you'll agree with me that this situation offers a big opportunity for us to examine our entire electoral process from A to Z, identify the shortcomings and fix them.

To take on the entire system of how we elect people to public office isn't a small task. It will take time, but it should be our commitment that we have a better and clearer set of rules in place before we get set up for the 2022 primary.

Okay, what's the takeaway for organizations? Look at your policies.

You likely know that I hate the word policy, but we've all got them.

These are the rules of engagement for how we deal with our customers, for how the organization deals with employees, and for how coworkers should play nice with each other.

Now, truth be known, a lot of small and even some medium-sized companies haven't done a good job in formalizing their policies and procedures. They more or less wing it and deal with issues as they come up. If that's you then there's no time like the present to put things in order. This whole recount episode gives all of us a chance to take a look at all of our own rules and ask a few questions.

1. Does it still make sense for our business, or should it be changed or done away with?

2. If I was the customer or employee reading this rule, how would I feel? Would it make me more likely to want to do business with me, or work with me — or less likely?

3. Is it written in clear language that is easily understood by someone with a 7th grade education? How do you find out? Well, put a group of 7th graders together with your policies — and pizza — and ask them what it all means to them. The brutal honesty of a 12 year-old can be a thing of beauty. You might learn something.

So, we thank past lawmakers and our friends at the Guam Election Commission for this teaching moment. Let's all take advantage of it.

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

###

For information on training and consulting services from Jerry Roberts, please click this link: guamtraining.com

