



Business & Friendship

It's only natural that friendships are formed in the workplace. Most people spend a great deal – perhaps the majority – of their time at work and it is reasonable that friendships would be formed with the people with whom those hours are passed.

One of the oldest and perhaps most common dilemmas in the workplace is friendship. Second perhaps only to office romances, friendships in the workplace can result in a whole range of complications. Friendships can lead to people covering for one another when mistakes are made. They can also lead to people promoting someone less worthy or retaining someone not carrying their weight. Under these circumstances friendship, like romances, need to be monitored and the motivation for certain actions need to be viewed in light of existing friendships.

Still, there is another side to friendship, which is the motivation and teamwork it inspires, not to mention the incentive for people to stay a little longer and work a little harder. The environment created through friendship can add a dynamic to the workplace that drives responsible behavior, ignites a will to exceed expectation, and allows people to count on one another.

There are two styles of management that have been given attention lately and each have been said to show both merit and disadvantage. One style seeks to create an environment of camaraderie and teamwork, emphasizing collective credit for achievements and the responsibility each team member has for the performance of the entire team. The other style believes in creating a competitive environment that pits people against one another so that each is certain to perform at his/her highest capacity to avoid landing in last place. This Darwinian approach to business is said to be reflective of the real world, one in which dog eats dog, we take no prisoners, and it's never personal – only business.

Tudog's preference is for the former style because we believe the achievement of profit is influenced by the manner in which it is pursued. The practitioners of the aggressive, divisive style typically end up despised and, by extension abandoned and dethroned. Conversely, those who support their staff and create a pleasant environment are looked up to and respected.

It is true that at times a friendship can make business decisions difficult to take, but equally true is the idea that a friendship might make all sides sensitive to each other's needs, postponing indefinitely the need to make some of those tough HR calls.