

HR Organisation to follow principals of “the Potter and Clay Pottery”



The relationship between “the Employer and Employee” is remarkably similar to “the Potter and clay pottery”. In both cases, they need to work together as team to achieve their individual and organisational objectives and needs cares at each stage of entire life cycle.

The entire process (i.e. transformation of raw clay to finished pottery or alternatively transformation of fresher employee into experienced leader) require unique skill set of master, quality & adoptability of follower, careful handling, facing firing conditions and responding to master’s instruction for attaining successful results.

Here one can argue that it is only the Master who has made this entire transmission happen and the Clay will remain useless without master’s efforts or otherwise. Following key points can be posted in support and against such arguments:

key points in support of Master (or the Potter)	key points in support of Follower (or the clay)
<ul style="list-style-type: none"> ▪ The Master is having requisite skill set to transform ▪ Master has selected the right clay and plan entire process of transmission. ▪ Master has executed the work and given appropriate shape (or opportunity) to row clay ▪ Master has arranged all requisite resources to perform ▪ Value of Clay Pottery is created because of marketing skill of Master 	<ul style="list-style-type: none"> ▪ It is quality of clay that allow such transformation into Finished Products. The master cannot apply its skill on inefficient follower. ▪ It is clay’s property to appropriately modeled, dried and face firing conditions. The clay (or follower) as adopted the working conditions and perform work as per the instructions of his master. ▪ Master has just arranged the resources, but follower has actually performed even in tough conditions. ▪ Value of Clay Pottery is created because of unique properties and usability of Clay Pottery.

** Replace Master/ Potter with Employer and Clay/ Follower with Employee for replicating this relationship in a HR oriented Organisations.*

There may be many arguments in favour or against of each position, but right fact is that the teamwork and joint efforts of two elements, with different identity, are ultimately needed for entire journey i.e. from raw to finished. Further, the combined efforts and relationship between these two elements is creating value proposition for all concerns including an organisation.



To summarized, relationship of these two elements is successful if:

The Potter and clay Pottery scenario	The Employer and Employee scenario
<ul style="list-style-type: none"> ▪ Choose good quality clay, design, plan and execute the entire transformation process ▪ The potter can form his product in one of many ways ▪ More efforts / skilled performance result into more value ▪ Carefully handle the clay / clay potter until it is put to use/sold ▪ The movement hit hard to clay pottery, it gets dismantle and lost its value 	<ul style="list-style-type: none"> ▪ Choose resources which can be trained for suitable position, provide opportunities, test them and give training. ▪ An employer can be transformed in many ways depend upon the specific organisation needs and management willingness. ▪ Employees to perform in any situation to get reorganised and create value for himself & its organisation ▪ Preserve your resources, give appropriate social security so that they can perform for the organisation and generate value ▪ Ensure employees satisfaction at each level of organisation. In case of lower-satisfied / unsatisfied Employees, An Organisation may not be able to generate requisite value or results and even may loses them.

Conclusion:

Let's understood the individual needs of both elements, join the partnership for mutual benefits and to transform such individual efforts into value creation for the Organisation.



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