Humanistic Management of Stakeholders

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About the Work:

This poem describes an approach of managing stakeholder relationships from a compassionate, humanistic perspective. Inspired by the Ubuntu philosophy, the poem illustrates ways in which organizations can address social challenges through placing the welfare of humans above organizational goals.

About the Author:

Howard Jean-Denis is an academic scholar in the area of organizational strategy. His research investigates the manner in which organizations navigate corrupt environments, and the humanizing practices these firms employ while doing business within the African Diaspora. Howard has a BS in Economics and Finance, an MBA in International business and is currently completing his PhD.

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*Umntu Ngumntu Ngabanye Abantu
A human is a human being through other human beings
But what are we seeing
A world rife with division, hate, war, poverty, and negative externalities
In actuality many of these externalities stem from capitalism
The root of which word is capitalize, I capitalize, you capitalize, our organization capitalizes
But when will the rest of "Us" capitalize? As in the marginalized
I surmise the only way we truly capitalize is when we maximize the potential of the least of us.

Humanism is an anomaly, and honestly we overpromise any harmony into a dichotomy
Humanism is when the Black Thought integrates and infiltrates the majority
& Forcefully together we must work, African and Europeans, North and South Korean
Women and men agreeing, consensus building change we can believe in
A human is only a human if and when we feel them
In the end, Why must there be only one star?
Alone we can go faster, but together we go Far

*Shosholoza! Kulezo Ntaba Stimela Sipume, Shosholoza!
Shosholoza is the song we sing when we are working together
Collaboratively and in synchronicity as a community
But my community may not look, sound, or be perceived like your community
& We ruin thee balance and potential synergy when we create labels
Identity politics, the logic is depressing, pathetic, please forget it
We need less measures, and more building inclusive communities of love

*Isithunzi! Isithunzi means shadow in the South African Xhosa language
This might be a first, but When we leave this earth we want our Isithunzi
To embody respect for every member of the human race
But it's not a race, it's a marathon and we still carry on us scars
Scars from centuries of oppression, depression, genocide, fratricide
exploitation, segregation, negotiation, integration, assimilation, liberation
But what happens when we let these scars heal, will we become complete humans again?

Footnote: Where you see an Asterix (*) words used were derived from the South African Language **Xhosa** which traditionally practiced Ubuntu even under the struggles of Apartheid regimes.