ARTICLE: THE CULTURE OF OPENNESS

by:
Iris E. Catalan
Teacher I, Mariveles National High School – Poblacion

All schools, administrators and teachers want to experience success. Success has many forms when in academic institution. Success can be the achievement of all students. It can also be the culture of professional growth of all teachers. Success can also be described by the culture of collaboration and accountability of all stakeholders.

One great way to achieve all of this is by practicing the culture of open communication. Unfortunately, in the Philippines, sometimes teachers feel that they do not have the power to speak up and suggest in the process of policy and decision making.

Teachers and students feel like they would hurt or somehow challenge the authorities in the process. Because of this, most teachers and students are left out of the decision-making process.

What is open communication culture?

According to the article on ThePalmerGroup.com (2018), they described open communication as a system that creates a more open relationship with the employees. This allows employees to feel part and engaged in understanding their importance in the success of the company. With this culture, employees value their contribution to the impact in the success of the company and the effects of the decisions of the company to them as employees. Open communication culture done with effective communication that will persuade everyone to work on the same goal.

This idea is very valuable in an academic setting like the schools. Goals, results and achievements are significant barometers of the effectivity of the programs and
projects. The way an institution can start building this culture is through the practice of effective communication.

This culture can be properly practiced if guided with this principles or values cited by an article of the Marqueestaffing.com (2018). The following values are:

1. Transparency

No authority or individual that is part of an organization can withhold vital information to all stakeholders. Being transparent means you are communicating the vision and you are truthful to the progress that is done by the organization. Transparency is also a way to engaged the employees or your colleagues who can be sometimes the front liners like teachers. Through a transparent exchange of information they can see if they are doing an effective implementation of the activities towards the implementation of the programs.

2. Conflict-resolution

This value in the effective communication process for establishing an open communication culture in a school is very crucial. Since everyone expects that all information vital to growth are communicated properly, part of this is the presentation of pieces of information that can cause conflict among the individuals in the organization. This second value, conflict-resolution, addresses or balances the value of transparency. Misunderstandings are inevitable, but it can be handled properly and in a dignified manner. Every school must have a strong system for them to address conflict because if no effective system is in place it can cause the demotivation of the stakeholders in an institution.

3. Innovation
The third value that we need to apply in creating this open communication culture is innovation. Since all stakeholders can engage in the policy and decision-making process, ideas can be shared and heard from all areas of the institution. In this way, policy makers can evaluate and assess the soundness of ideas that could address the different challenges that they may face along the process of realizing the goals of the schools in all levels. Open communication strengthens the idea of collaboration and innovation.

It may not be easy to build this culture, but it is possible. Schools generally is geared towards a general vision and that is to provide quality and holistic education. If all are part of the policy, monitoring and evaluation processes, stakeholders can think of more effective ways to achieve the vision.

Schools are academic institution. They must be the first organization to value effective, open and democratic way of communication. They must set an example of how sharing and listening is properly done by a team to make the team works.

References:

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