

Weekly Column
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Melvin University
and Me

Diversity Required

Recently, I read the English book, "*A Peacock in the Land of Penguins*," that is about the difficulties of entering an existing organization, and finally the peacock left it. It seems to show the conflict between peacocks and penguins and the difficulty of adapting to new places and new organizations.

But I'm going to share with you some interesting things in the appendix of the book. The appendix presents 13 options, which are described as [strategy]. I think you can make a choice according to your own talents. In other words, there are several options for whether to stay or leave such an organization, or ministry, and you have to choose.

If you stay, it is suggested that you have the following options. Of course, it is true that any choice has its advantages/disadvantages.

BLUE BIRD STRATEGY: Always looking cheerful in difficult situations. It is a positive person in any situation.

MOCKING BIRD STRATEGY: To imitate what people around you do. It is a person who is easy to assimilate into the organization and adapts well.

SPARROW STRATEGY: Staying neutral and creating your own brand behind the scenes. No one recognizes you by not showing off publicly. It's a good case for long-term work.

HUMMINGBIRD STRATEGY: To move fast and be efficient; to have immediate consequences.

CANARY STRATEGY: It looks colorful and attractive. They are always at the center, attractive and entertaining.

SWAN STRATEGY To earn respect with dignity by doing his job. It's that he always look confident.

VULTURE STRATEGY Showing off its own differences. It's about doing things that other people don't want to do.

OWL STRATEGY Being professional in a field. It is considered valuable and important.

HAWK STRATEGY, becomes a valuable person because he is good at building skills and strategies in new ministry.

DOVE STRATEGY, a peacemaker we know well, a mediator, a problem solver. This is an important role because there are bound to be conflicts and problems regardless of the organization.

EAGLE STRATEGY is playing a leadership role in bringing about changes to improve. It is a case of sacrificing oneself for a greater good.

PEACOCK STRATEGY: Bringing positive results with an excellent talent. But people around you may feel uncomfortable about this.

OSTRICH STRATEGY is a style that always hides something. It's good for the time being, but bad for the long term.

As you can see, there are various characteristics and it is clearly beneficial to any organization or ministry.

However, the other is the view of welcoming new members in terms of existing members. In the book above, it was true that the older penguins were uncomfortable with the new peacock's various things. Even if the feathers were too different, the philosophy of life was too different.

It is necessary for new people to come in regardless of the organization. Whether it's a church, an Institute, or a school, the same people gather to start, but over time, new members come in. You'd better take it as an opportunity.

Some of the 13 above are unfamiliar to me, but we at Melvin University also need such characters, employees, and professors. I think that's the only way to develop. Regardless of which organization it is, the existing members' ideas and strategies become mediocre after a few years. It is difficult to come up with a new strategy from the old member. After five to six years, it's all gone.

New wine in the new wineskin? Just as new wine is added to the new wineskin, I think it is necessary to have an open attitude for new people to come in and leadership to maximize their capabilities so that not only themselves but also their organization can benefit.