



**Organisations that show signs of lack of cohesion suffer and the manifestation is as above:**

Inattention to results: What is visible is a general tendency to focus on trivia and therefore what is evident is that results are not being attended to. This happens as the result of lack of accountability.

Lack of accountability: People tend to pass the buck and do not show signs of ownership. This is caused because of lack of commitment.

Lack of commitment: As everyone is protecting their perch, there is fragmentation taking place. This happens owing to fear of conflict.

Fear of conflict: Fear of conflict is considered a bad word and there is no healthy dialogue, owing to absence of trust.

Absence of trust and respect: Members of the organisation see each other as adversaries and not collaborators.