

Classification of Stakeholders

- (a) The stakeholders who negotiate their interests in conflict and benefit change.
- (b) The stakeholders who disseminate knowledge and perspectives on their views and position with respect to the organization.
- (c) The stakeholders that communicate, implement, and operationalize results of the organization's activities.

Stakeholder Characteristics

- These four describe the 4 influence categories of Table 1:
- (a) **Champions** — those who negotiate their interests in conflict and benefit change.
 - (b) **Constituents** — those who disseminate knowledge and perspectives on their views and position with respect to the organization.
 - (c) **Managers** — those who communicate, implement, and operationalize results of the organization's activities.
 - (d) **Critical Friends** — those who implement knowledge and operationalize results.
- (a) **Champions and Constituents are at the heart**:
These constituents are people — family, community, religion, friends, church, neighbors, etc.
- (b) **Managers are operational** — they implement or translate the organizational goals into practical outcomes.
- (c) **It has nothing to do with the organization's role** — anything with the organization's goals and mission.
However, just like anything else, it can be a champion, a critical friend, or a manager. This is what makes things complicated. Of the many people say not being a champion, I think not saying anything, keeping their heads down, "Not making big noise and creating drama and the like are not good." Making the noise is not important, but being negative is important. Organizations need to consider what is not working, what is going on in organizations and also consider what can be done to make things better, to make things worse. It's interesting to consider how will not take perspectives on what people think the organization is doing, say not that the organization is making a lot of noise, or that the organization is not doing well, but other individuals may have different ideas about the organization, so it's important to be realistic and not take every situation as the place.
- (d) **We look at the performance of managers as managers and as gatekeepers**:
It's important to remember that managers will be managers regardless of the perspective we're taking and the different responsibilities.



- (d) **They have other priorities and other agendas**: By definition, just like everybody else, they have other interests, concerns, and priorities in their organizations.
The importance of authority, which is usually the highest authority, is another priority, even if people might not think so because it's priority number one.

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