

DEVELOPMENT:

By Mwangi Wanjumbi

It is just another ordinary Friday morning. We are continuing with the motivation session of a regular Trainer of Trainers' (ToT) course. We have just concluded an exercise developed and continuously conducted by this writer. The exercise aims to constantly re-align people's attitudes on work and money. On this particular morning like in all others, it emerges that money is never and should never be seen as an objective, but rather as a result of focused work effort. However, the simple process of inspiring change at personal situation seemingly takes another turn.

"What we are now made to understand is truly the ideal situation. Unfortunately, the citizenry is socialized towards putting money before every other consideration. It does not matter whether it is in formal or self employment situations. In fact, how will the nation achieve the ideals of Vision 2030 if we do not all embrace a paradigm shift as you have now made us to experience? Stanley wondered, after making the lengthy statement.

Apparently, it had just sank on Stanley, a middle aged training consultant that money, the greatest consideration by most of us, is after all just a facilitator and never an objective in life. Certainly, money is so important that it facilitates the acquisition of all the things that we ordinarily need every day of our lives.

Nonetheless, our continued research indicates that money is actually not the problem in our lives. We are the problem. We continually put the cart before the horse, out of either ignoring or failing to reason out. Indeed, our poor focus on work and money is the cause of most of our money oriented tribulations that are continually experienced in life. Why say this?

In his book titled 'Think and grow rich,' Napoleon Hill outlines 12 objectives that we all need to pursue for us to achieve all the successes and riches that we may desire during our lifetimes. Consideration for money or wealth is actually the last of the twelve success parameters outlined by Napoleon Hill.

More appropriately, money becomes a result of pursuance of all the other objectives, some of which include maintaining good physical health, strong friendship bonds, spiritual health and application of knowledge amongst others.

On the other hand, Robert Kyosaki of

Ethics and money could invariably drive Vision 2030



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the *Rich Dad Poor Dad* fame intimates that infinite financial success is certainly achievable for all of us. However, this can only happen, upon making money to start working for us. But, where do we get the seed for making the money that could work for us? One way is to embrace application of continually acquired knowledge. But, it is even more rewarding to pursue, develop and perfect our inborn abilities. How then are these two key attributes relevant to the process of making the much desired money?

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We certainly need to know our own personal strengths and weaknesses compared to the possible threats and opportunities. That enables us to decide our line of best fit with regard to contribution towards improvement of the welfare of humanity. As Joel Osteen, a gifted American preacher and writer intimates, none of us came to occupy space in this world. All of us therefore, are

meant to fulfill one purpose or the other.

Without doubt everybody has a talent or more. Some like those related to sports are easily discovered early in life. Others are hidden and only become obvious as we continually get exposed to the worldly view, particularly through continued acquisition of knowledge.

Evidently, our careers could be full of rewards if we could align them with our own personal attributes. So, the earlier the talents are discovered, the more the rewards. More still, talents attract invaluable passion as well as enthusiasm. Guided by talent, Bill Gates set off for a successful career in software development that led to his long reign as the world's richest man.

It is no wonder that the world is moving from knowledge- to talent-based economies. Here, we are yet to fully embrace knowledge-based economy. Naturally, talent-based national economy may then be a pipe dream, if we continue to largely put the cart before the horse.

All is not lost. Kenyans are known to easily embrace new ideas, especially when found to bring invaluable rewards. Consequently, a paradigm shift on work and money could drive Vision 2030 to the desired success