

HUBBARD COMMUNICATIONS OFFICE
Saint Hill Manor, East Grinstead, Sussex
HCO POLICY LETTER OF 6 FEBRUARY 1972

Remimeo
Staff Hats

Executive Series 6

EXECUTIVE INTENTION

Executive Intention plays a major role in the successful production of an org or activity.

An executive who disagrees with policy, disagrees with Flag or the CLO, will find that his area does not produce well, if at all. Internal cross orders are rampant, no one locates or applies the pertinent policies, and the activity declines from there.

The executive who is in conflict with Flag or the CLO or policy will find his staff in conflict too. And the staff will be in conflict with the executive as well!

This piles up to no real production.

The cycle goes like this:

Executive in combat with senior management body issues orders counter to general policy. Staff members try to do the action as ordered but find they cannot - as it is against policy and so is against the structure of the organization. Staff members mess up and wind up in confusion, no production, ethics trouble.

Eventually it reaches the point that the exec won't be able to get any of his orders complied with at all - as staff have lost confidence in his leadership - and there goes the exec.

THE SOLUTION

The way out of all this is for the executive to himself set a good example for his staff - to himself reinforce the orders, policies and intention of command and senior management.

ONLY IN THIS WAY CAN REAL PRODUCTION OCCUR.

The more familiar the exec is with authorized policy and the more he agrees and reinforces it, the better the organization will run.

STAFF RESPONSIBILITY

It is the responsibility of every staff member to know the policy in his hat and do it.

LPH policies are always senior to any Mission Orders, Project Orders or other types of issues.

By not following policy line by line, the staff member is set up for a rough time.

By accepting illegal orders, a junior staff member knows he is facing the potential collapse of his post or area and the eventual decline of the org.

POLICY

Therefore, the following Policy is laid:

A JUNIOR WHO IS GIVEN ILLEGAL OR CONTRARY ORDERS AND WHO FOLLOWS THEM INSTEAD OF POLICY LETTERS, EDs AND FLAG ISSUES AND WHO DOES NOT REFUSE THE ILLEGAL ORDERS AND WHO DOES NOT REPORT THE MATTER IS SUBJECT TO COMM EV FOR ACCEPTING ILLEGAL ORDERS.

LEGAL ORDERS ARE DEFINED AS ORDERS KNOWN TO AND AUTHORIZED BY FLAG IN WRITING OR AS FOUND IN POLICY, EXECUTIVE DIRECTIVE, FLAG DIVISIONAL DIRECTIVES AND ISSUES.

IF IT IS NOT WRITTEN AND SEEN IN WRITING, IT IS NOT TRUE. VERBAL RELAYS OF FLAG COMMANDS ARE NOT ACCEPTABLE.

RELAYING, ORDERING OR CARRYING OUT A LEGAL ORDER IN SUCH A WAY AS TO MAKE IT UNWORKABLE IS A COMM EV OFFENSE.

Staff members should point out this policy to an executive who has issued an illegal order, along with the Flag-authorized issue to show why the order is illegal. In this way a staff member can get the illegal order changed and prevent further upset. Any refusal to withdraw a provenly illegal order may be reported by any means available to any LRH Comm, Flag Rep, or to Flag, with copies of the evidence.

The LRH Comm should be consulted if conflict persists.

Further the LRH Comm must cancel any illegal orders encountered, whether verbal or written, and refer the matter to the proper HCO PL, ED or Flag issue.

IT HAS BEEN PROVEN CONCLUSIVELY THAT ORGS "NOT QUITE WITH" THE SEA ORG AND FLAG HAVE BAD STATS AND THE PUBLIC STAYS AWAY IN DROVES.

ORGS THAT ARE WITH US - COOPERATIVE AND GUNG HO TOWARDS US - ARE MAKING IT WITH GOOD STATS AND PUBLIC POPULARITY.

A NATURAL COINCIDENCE THAT OCCURS OF ITS OWN ACCORD.

LRH Comm Aide

for

L. RON HUBBARD
FOUNDER

LRH: CW:mes
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