# The Impact of Governance Faculty on decision-making developments (with an emphasis on the Political Decisions of the Authorities in Current Iran)

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### **Abstract**

Humans in today's world are always in a decision-making situation. In this regard, political decisions are more sensitive. Today, decision-making has become scientific and various organizations and universities are active in this direction. One of these faculties established in our country is the Faculty of Governance. So, the purpose of this faculty is to train forces for different intellectual and management levels, including policy design and formulation and even policy implementation. Therefore, the author of the current study seeks to discover the impact of the faculty of governance on decision-making developments, especially political decisions. The current research continues with the question of how can the faculty of governance affect the quality of decisions, especially political decisions? Also, according to the SWOT theory, how can the role of this faculty in maximizing or minimizing the quality of these decisions be defined and future researched? Also, what achievements can each path seek? In this regard, the faculty of governance is the independent variable of the research. Also, decisions have the role of a dependent variable that can assume two states of maximum quality and minimum quality. In this article, the method of collecting information is in the form of library documents, and the SWOT strategic analysis method is also used for data analysis.

Key words: Faculty of governance, Iran, Political decision, Elites

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#### Introduction

In today's world, people are always forced to make different and relevant decisions, including political, economic, social and cultural at high, middle and low levels. So that at any moment a problem needs to be decided and if this decision is made with the opinion of the elites and with the work of experts, it can have optimal savings from the waste of human resources, financial resources, time and opportunities, and all this depends on the decision and conditions and characteristics of the decision maker. In fact, today we are very exposed to decisions and these decisions can originate from people's beliefs and values. In this regard, the correct and effective decision is a decision that brings people closer to the destination and seeks the lowest cost and the highest efficiency while traveling this route. In fact, decision-making means choosing a solution from several possible paths. Therefore, people are always subject to decision making and they should definitely seek rational decision making. In fact, they should seek to discover a solution that is the best decision and solution at any time and in any place.

In this regard, in rational decision-making, a person makes decisions that are the best choice and maximize the possibility and possibility of achieving goals and objectives. In the rational model of decision making, problems are systematically analyzed and finally a solution is chosen. According to this theory, the decision-making process consists of 8 stages, which are divided into two parts, identification and problem solving: (Eskandari, 2006).

Problem identification includes:	Problem solving includes:
1. Checking and controlling the internal	1. Providing solutions
and external environment	
2. Definition of the problem	2. Evaluation of solutions
3. Determining goals	3. Choosing the best solution
4. Identifying the causes of the problem	4. Implementation of the decision

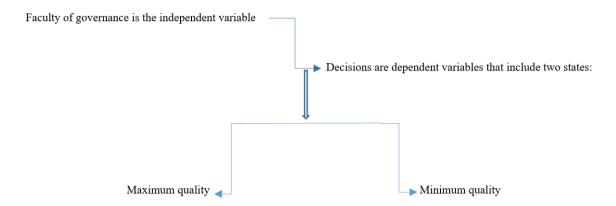
Table No.1

In this regard, most of the decisions, especially big decisions, always have a political flavor and are in the context of politics. For this reason, these types of decisions are more important and have a special place in the analysis of public policies. So that with these decisions, power is exercised and the policies that come from these decisions become effective. In fact, these decisions are important because most of the time other issues are related to them.

(Vahid, 2001). Therefore, one of the concerns that has always existed is the quality of decisions, so that these decisions are dependent on the decision-makers. In this regard, for the purpose of specialized study of governance issues and providing optimal decisions and solutions, governance colleges have become popular in different nations. Thus, governance college is a local institution for nurturing and training students interested in the field of

policy and public administration. In fact, governance colleges are one of the most important players in the arena of public policy-making, which have helped the health of policies in the formulation, implementation and evaluation, and have become the basis for the implementation of healthy policies in the system and a platform for decision makers and implementers. So that the more these faculties play a role in formulating, implementing and evaluating policies and decisions, their quality will increase.

In the future, governance colleges try to deal with the depth of issues and make decisions with a better perspective. Abdul Hamid and Abdul Hosseinzadeh (2017). As a result, according to the mentioned materials, we are always exposed to decisions, and in this regard, political decisions are extremely important. Today, governance colleges have entered the field with the hope that they can make changes in the quality and quantity of decisions for policy makers by staffing and strengthening. Therefore, the purpose of the author is to examine how the establishment of this faculty in our country can play a role in the quality and quantity of decisions made by people, so that the purpose of this faculty will undoubtedly be that it can be used for different intellectual and Management levels, including policy design and even policy implementation, has trained forces and each of these will continue their work well. This is despite the fact that the problem starts from here that no social issue that is born as a problem has the same treatment method as other issues that have arisen before, and the solution of any issue requires identification, principled training and the employment of very capable and creative people. In fact, the problem is how to discover the inner talents of people. How can you expect people in critical situations to be heroes. How can you train people to solve crises with the training that is going to be done in these colleges. With pamphlets and classrooms, can people be trained to face issues that can turn into a crisis at any moment? Therefore, following this concern, the current research continues with the question of how the faculty of governance can affect the quality of decisions, especially political decisions. Also, according to the SWOT theory, how can the role of this faculty in maximizing or minimizing the quality of these decisions be defined and future researched? As a result, what achievements can each path seek? In this regard, the model and method of influencing the variables is as follows.



### 2-Necessity, why and how to change decisions

Decision-making is an inseparable part of human social life. In fact, the fate of every nation and government is determined by the decisions that people make, that's why the decision-making process is very sensitive and complex. Further, political decisions are more important and necessary, because various issues are related and involved with this type of decisions. Therefore, those who have the necessary qualifications and are the elites of each scientific field should take the decision. In this regard, in all systems, the decision-makers are at the top of the power, because the privilege and honor or the responsibility of the policies taken in the first stage are directed to them. (Vahid, 2001) Further, the wealth of any nation depends on the efficiency of managers and the ever-increasing number of worthy people who intend to become managers, so that the common people consider their lives strongly influenced by the decisions and actions of managers. In this regard, on one hand, management and decision-making in an organization is a necessity, and on the other hand, it requires intelligence, ability, and having a wise perspective, and they cannot be

reduced in a system or summarized in a training booklet. As organizations get bigger and bigger, the importance of understanding the organization's activities, external and internal forces effective in the organization become more important. (Sadeghi, 2014). Furthermore, the philosophy and nature of decisionmaking is the philosophy of management. If we understand philosophy as an effort to reach enlightenment, knowledge and find better ways of life, the philosophy of management and decision-making has also pursued the same goal in a more coherent scale. In general, the philosophy of decision-making means wisdom, judgment, courage and self-control. This is despite the fact that a huge part of managers is only looking for facts and more benefits in their decisions and do not think about what consequences such a decision can have for others. And since such a decision provided the interests of themselves and a certain group, they considered it appropriate, and this, according to Machiavelli, is the same as justifying the means to achieve the goal. (Mahdavian, 1990)

In this regard, with the complexity of societies, decision-making has also become complicated, and in response to what factors are involved in decision-making, various models have been proposed, the most famous of which are wise-actor political-actor organizational-actor elitist-actor. - Actors have a special personality (personality theory). Meanwhile, in the definition of elite, it can be considered as the translation of elite. Elite is used in the dictionary of Dehkhoda and Moein to mean selected and the best. In different cultures, this word has been applied to anything chosen as the best of a collection or group of humans or non-humans. In addition, some researchers have paid attention to the inherent characteristics and talents of people, such as Wilfredo Pareto. Another group of elite theorists, such as Muska and Michaels, have emphasized the role of the organization of the elite group. As inherent characteristics do not lead to superiority, but organization leads to the superiority of a group over another group, and some people call skilled people elite group due to bureaucratic developments. Like James Burnham, who is in this category and in the book "Management Revolution", he emphasizes that in today's societies, power is in the hands of managers. C. Wright Mills also considers the triangle of politicians, capitalists, and the military to be the elite group that dominates American society, and the cooperation between them has led to their rise to power. Finally, the participation of elites in both direct and indirect ways may affect the decisionmaking process through both official and unofficial channels. (Ghasemi)

Participation and direct influence on	Participation and indirect influence on	
the inclusive decision-making process	the decision-making process include:	
1. Accepting responsibility and becoming	1. Participation in educational and re-	
a decision-maker	search systems such as universities	
2. Providing advisory opinions to manag-	2. Participation through governmental and	
ers	non-governmental media	
3. Membership in councils	3. Influencing the decision-making pro-	
	cess through influential parties and groups	

### Table No.2

According to the above content, we need special people with outstanding characteristics for transformation in every matter. These people, who can be considered as the elites of any work and subject, easily influence the decisions and in fact, they play an important role in the process of decision-making and implementation of decisions. Therefore, regarding the "decision", especially political decisions, there should be competent people to intervene, because the effects of every political decision affect other cultural, economic and social areas. In addition, the faculty of governance, which has been established in recent decades

in American and European countries and recently in our country, seeks to educate such elites who are both policy-makers and its implementers. In fact, this faculty seeks to educate people who can make decisions and finally implement decisions.

# 3- The course of emergence, characteristics and literature of the Faculty of Governance

As mentioned, decision-making has become scientific today. In such a way that for every problem that needs a decision, the experts of a field must be present so that a principled decision can be formulated according to the time,

needs and limitations and made available to the policy-makers. This is despite the fact that a decision has been made on a principled and correct basis, if it is flawed in the implementation stage, not only can it not remove a problem and manage it, but it is also possible that the next steps of that issue will end in a crisis and disaster. Therefore, the position of decision-makers and decision-implementers is a very important position and the role and impact of each is important in its place. In this regard, the need for universities and centers that train decision-makers and implementers of decisions has been felt more than ever, as many countries have taken action in this regard. As a result, governance, which means guiding, ruling and managing a country, has become a necessity. (Abtahi et al., 2018) In this regard, universities and higher education institutions are among the important organizations that have been studied and researched by scholars especially since the late 1960s. Decisions in such organizations are made based on one or more management theories, so that universities are also managed on the same basis. (Rahmani Mian Dehi, 1998) In a simple definition, it can be said that, in order to influence the real process of public policy, Faculty of Governance pursues multidisciplinary and applied researches, which tries to use various types of expertise to solve general problems with a comprehensive and multidisciplinary solution. These faculties seek to propose practical solutions to public problems. In fact, these faculties are a combination of universities and think tanks. Also, these faculties are trying to communicate with policy-making institutions, governments and parties so that they can influence government decisions. Faculties of governance have been formed in order to respond to the issues and problems of the government and to manage public affairs. In the years after 1960, as the federal government grew larger, the government needed a new crew of trained analysts. At the end of the 19th century, supplementary programs for the education of government managers and politicians were started in a series of American universities, some of which are the Institute of Public Policy Studies at the University of Michigan, the Kennedy School of Government at Harvard, the Graduate School of Public Policy at the University of California etc. In the following, one of the main functions of universities in today's world is the educational function, which includes teaching knowledge and training specialists. Thus, one of the prerequisites for designing a suitable educational and training system in the Faculty of Governance is the indicators of attracting professors and students. Indicators such as: course grades, satisfaction of the interviewer committee, recommendation letters from professors, introduction by graduates, valid scientific documents and certificates, introduction by government institutions and organizations) are considered important. Also, the characteristics of students include: ability to analyze problems, decision-making power, favorable educational situation, spirit of public service, ability to solve complex problems, creativity and innovation in providing solutions, correct behavior in a complex environment, priority to attract graduates of economics, law, and political science. (Abdul Hamid and Abdul Hosseinzadeh, 2017). The Faculty of Governance, whose history of establishment in the American and European duel goes back several decades, is a place for nurturing and training people interested in managing public affairs, who participate and take steps in order to improve the performance of the government. Among

the functions of these faculties are entering into the interdisciplinary topics of administration and governance, formulating a policy with various considerations, the possibility of testing the policy before implementation, taking care to solve complex issues and examining appropriate social feedback. Faculties and

schools of governance can lead to the efficiency of the governance system through practical and problem-oriented training. There are the features and characteristics of some selected governance schools in the world in the form of the following table:

Berlin faculty of Governance	Harvard faculty of Governance	Oxford faculty of Governance	Melbourne faculty of Governance
Providing a platform for policy makers, professionals and practitioners, media and non-governmental organizations	Advanced research and training of outstanding students and direct interaction with experts	The existence of a wide range of academic specializations	Inspiring and equipping governments
Cultivating people and students for leadership and management positions in the government	Interpretative empowerment mechanisms with a focus on creating critical discourse and free thinking in governance	Influence and training of more than 60 heads of state and government	people to meet the
Supporting the education of future leaders and creating a digital governance center and benefiting from a student complex of more than 50 countries	Creating a space for discussion	Training people to become leaders	Interdisciplinary education and research and attention to international standards

### Table No.3

Also, the schools or colleges of governance in London, North Carolina, Louis Italy, Vienna Austria, Malaysia, UAE, etc., each have their own specialties and characteristics that sometimes have something in common with them. (Rastaghi et al., 2021). In addition, among the specialties of the faculty of governance are the formation of a multidisciplinary and interdisciplinary theory about governance, the combination of different disciplines, the possibility of testing before implementation, solving social, economic, political, cultural, administrative issues, etc., Therefore, its government and administration need coherent scientific theories. In this regard, it is necessary to form knowledge about the issue of governance. The knowledge that today's different dimensions are presented in our country in the form of political science, economics, management, social and administrative sciences in different faculties separately and relatively incoherently. (Pour Ezzat, 2016). Later on, Max Weber was looking for the development of a special type of people that he called professional politicians. This group was those who lived for politics and the author of the present study believes that such ideas may have formed the basis of these faculties. He also listed two types of deadly sins in politics: one is aimlessness and the other is lack of responsibility, which are similar. Weber always emphasized that there is no place for politics in the classroom and that a politician is not compatible with a scientist. He saw science and practice as incompatible. Weber's intended science is a science that serves practice. (Nagibzadeh, 2020).

In relation to universities, Ghoorchian (2014) also mentioned three important factors in the definition of world-class universities that are similar to governance colleges: focus on talents (teachers and students), many resources to create Learning environment, good governance of universities that seeks to strengthen strategic vision, creativity and flexibility. Also, the most obvious feature in world-class universities is the prevailing culture of

privilege, and also organizational independence is the main form of administration of these universities. The characteristics of world-class universities include: excellence in research - attracting and employing the best academic staff with very favorable working conditions - academic freedom and an atmosphere of intellectual enthusiasm in the university - self-governance and self-monitoring good assessment - sufficient financial resources to support research. As a result, it can be said that decision-making has become an important and completely specialized matter that requires the presence of elite people with different abilities in the circle and center of decisions. In this regard, the faculty of governance claims that it can train people with the specific tasks it has defined for itself and provide effective help in solving social problems. so that it has made these tasks the criteria of practice in the governance faculties of different countries. Now, it should be seen what kind of platforms have been provided for this matter in today's Iran, and what kind of future is waiting for this established faculty, which is discussed in the following.

# 4- School of Governance in Iran; Strengths, weaknesses, opportunities and threats

As we all know, government is a multifaceted and complex social phenomenon. For this reason, this faculty is responsible for the study of government and the task of training leaders. As mentioned in the above, the main special tasks of the faculty of governance is Education, research, networking and focus on discourse. These characteristics and the emphasis on the application of knowledge make these faculties different from other universities. In fact, these schools are not satisfied with only theoretical knowledge, but seek to produce

and present practical knowledge to solve society's problems. In this regard, the faculty of governance has recently been established in Iran, and without a doubt, the mentioned faculty was established with the aim of training people to improve the society. But in this regard, it should be noted that the existing platform for establishing this faculty in our country is different from other countries. Therefore, in the following, the strengths and weaknesses, opportunities and threats facing this faculty in Iran will be described. Before that, it is necessary to briefly describe the 'SWOT' strategic analysis method. In this theory, 'S' means internal strengths, 'W' means internal weaknesses, 'O' means internal opportunities, and 'T' means external threats. In the following, it can be stated that these components can be completely related to each other, so that the stronger and more strengths there are, the better and more opportunities will be created, and the more weaknesses there are, more threats will be emerged. Further, if the strengths are not used in a timely and correct manner, they can become a weakness and ultimately a threat.

# A) Strengths and opportunities for the establishment of governance faculty in Iran

At first, the visions and specialties of this faculty, as mentioned in the above and also in table number 3, can be summarized in the following points:

1. Specialized study of	2. Making decisions based	3. Formulating policies	
governmental issues	on several management the-	with various considera-	
	ories	tions	
4. Providing optimal solu-	5. Using a variety of exper-	6. The possibility of testing	
tions	tise to solve problems	the policy before imple-	
	_	mentation	
7. Providing a platform for	8. Educational function that	9. Making the governance	
decision-makers and pol-	includes knowledge train-	system more efficient	
icy-makers	ing and expert training		
10. Making managers more	11. Entering the interdisci-	12. Combining disciplines	
efficient	plinary topics of admin-	and formulating multidis-	
	istration and governance	ciplinary theory	
13. The possibility of test-	14. Solving social, eco-	15. The existence of a co-	
ing before implementation	nomic, political, cultural,	herent scientific theory and	
_	administrative issues, etc.	etc.	

Table No.4

Undoubtedly, the items listed in Tables 3 and 4 as well as in the research literature are among the goals and prospects and even the opportunities provided by the faculty of governance in different countries, and of course Iran, like other countries, seeks to achieve

such strengths and opportunities. But in the current situation in Iran, what are the strengths to continue this work! It is necessary to pay attention to this point that 1- the desire and enthusiasm of individuals and above all officials to establish and start a new path of training

designers and implementers of governance is a positive point. 2- Another strong point is that the authorities have realized that they have made everyone useful! Therefore, they are looking to train people suitable for different challenges according to the existing specialties. 3- The third point of strength is that we are not lagging behind other countries. 4- The fourth point is that anyone with specializations that are mostly unrelated and illegible to the country's issues will probably not claim to be in charge of an issue. Therefore, according to the mentioned strengths, there are opportunities such as 1- assigning work to associates 2growth in different dimensions 3- better implementation of policies. 4- Fewer failures of policies are provided. 5- Another opportunity that arises in this direction is that if capable and responsible people are trained in this faculty, most of these people will think about national interests, and this issue does not arise that with the change of any government, due to the differences If the policies of the previous government are criticized and that government itself will follow a completely different path, every government will continue the policies of the previous government and the continuation of this process can be successful in the long run.

### b) Weaknesses and threats facing the establishment of governance faculty in Iran

Against the strengths and opportunities of each subject, there are also weaknesses and threats.

### In this regard

1- It is true that the officials have a strong desire to start this path due to the thought-provoking name of this faculty, but the lack of clear indicators

- of the recruitment and acceptance of professors and students in a different way from other universities and other countries is a fundamental weakness! In fact, what is the criteria for choosing people? How is their content measured? How can it be determined that they are creative and responsible in the face of crises and have the patience to endure problems in the most difficult situations? This ambiguity is a fundamental weakness.
- 2- In the second point of strength, it is pointed out that everyone was made useful! On the other hand, one of the other weak points of the establishment of this faculty can be discrimination. In fact, the difference in the recruitment of professors and students is one of the discriminatory cases. In our country, there is this issue or crisis that people are sometimes assigned to positions and managements and even think tanks and consulting groups regardless of their expertise, job, talent, interest and desire, which most of the time has not had satisfactory results. In fact, the existence of a relationship instead of a rule in choosing people for different positions is an issue, and it is not clear whether this faculty can eliminate this discrimination! Or does it have a plan to fight it?
- 3- In the third point of strength, is it true that we will not lag behind other countries? But has the necessary theoretical support been provided? Is the necessary platform provided? Does the work end as soon as the faculty is established? Doesn't this faculty need to be localized? As stated in the text of the research, aren't the conditions and contexts of each country different from the other? And isn't the

- development version of each country different from other duels? Therefore, it is necessary to pay attention to this point, if this faculty will lead us to a brighter future, if we have fully analyzed our ways of advancement and know that the basis and path of our progress is different from other countries.
- 4- In this country, placing each person in his rightful place has always been a need and concern. In this regard, the faculty of governance, in its vision and theory, has the desire to put people in their right place, but will the huge number of managerial claims subside with the entry of this faculty? Will people who are sometimes trained in other fields and those who have sought to obtain an academic degree during their academic days give up their claims upon entering this faculty? Ego seems to be an issue too! And in fact, the issue of selfknowledge is a fundamental weakness that has been less addressed. Therefore, it is also an issue that all educated or studying people want to manage in a country.
- 5- Next, does this faculty have the necessary independence? Thus, organizational independence is the main form of a faculty that aims to educate capable people.
- 6- Another weakness is that there is very little literature about this faculty in the country. In fact, it seems that the establishment of this faculty has started in a short process with broad vision and goals. The beginning of any work requires a lot of study work to be associated with the least problems and challenges in the implementation phase.

- 7- Also, the position of this faculty in the literature of decision-making and decision-making in the form of structure may not be clear
- 8- It also has a good title and name, but it is unclear whether it can change the views in the country from a general view of management to a specific and special view of management.
- 9- In the following, it is not specified whether this faculty is for graduate studies or lower levels!
- 10- It is also not clear what courses will be given to people in what ways so that these people can use them in the future.
- 11- Are the trainings in accordance with the issues of the day?
- 12- Are there any main challenges in this faculty?
- 13- And the last weak point is that, isn't the establishment of these faculties parallel to other disciplines? Because in our country, the political science trend has opened its place among political science and social science enthusiasts, wouldn't the establishment of another faculty reduce the motivation of students and graduates of the public policy trend, and it would not be better. What programs were planned to further strengthen the students and graduates of this trend in different universities of the country?

These were some of the weaknesses that make the future of this faculty uncertain. So that such works are met with success if they have defined a clear path for themselves and all special and general people have accepted such an organization and respect its outputs with confidence. Otherwise, not only the opportunities mentioned above will disappear, but all these

opportunities and strengths mentioned above will appear as threats.

# 5-Scenarios and the future facing the Faculty of Governance

The results of this research show that social systems are one of the most complex systems in our current world, and the administration of various and numerous issues in such societies is an important matter and requires sensitivity in decisionmaking. Therefore, it is necessary to present the theory of governance in an interdisciplinary and multidisciplinary environment to support the new ways of statecraft among policy-makers. Because governance is a multi-dimensional category and the territories before it are unknown, complex and diverse and require decisions in different areas. In fact, it is necessary to pay attention to the fact that the practice of government requires theoretical support, and this theoretical support is not formulated comprehensively and alone in any of the fields of social sciences, including political science, economics, and management. In the following, the purpose of the author was to investigate how the establishment of this faculty in our country can play a role in the quality and quantity of decisions made by people, so that the founders of this faculty believe that they can provide education for different intellectual levels and Management, including policy design and policy implementation, and has trained forces and each of these will continue their work well! This is despite the fact that the problem starts from here that no social issue that is born as a problem has the same treatment method as other issues that have arisen before, and

the solution of any issue requires very capable, creative, managerial and resourceful people. Therefore, following the concerns mentioned in the text, the current research continued with the question of how the faculty of governance can influence decisions, especially political decisions? Also, according to the SWOT theory, how can the role of this faculty in maximizing or minimizing the quality of these decisions that are taken by policy-makers be scenario and future research? Next, regarding the governance faculty and maximizing or minimizing the quality of these decisions that are taken by policy-makers, there are two scenarios as follows:

5-1- The first scenario arises in the wake of strengths and opportunities and it can be said that the government has responded to the desire and passion of people to follow this path and studied this path with passion and found a new way for training people. In the continuation of this scenario, people will choose according to their abilities and start their activities as professors and students in different fields in this faculty. So that we will not lag behind other duels. This scenario will reach this point where by adopting various effective measures, the ego in people will subside and the people seeking dominance will gain the weighty power of the management desks. As a result, the faculty of governance can create a transformation in maximizing the quality of political decisions through the proper and principled education of people, so that this transformation also leads to the maximization of growth in different dimensions, maximum and better implementation of policies. Maximizing the success of policies. The

result of which can ultimately lead to greater legitimacy of governments and greater resilience of the country in natural and human hazards, as well as the survival of individuals in their responsibilities.

5-2- The second scenario, which is the result of weaknesses and threats, will be that the recruitment of people in this faculty will not have a special rule, and the emergence of relationships in the recruitment of students and professors will disrupt the process. Also, the lack of sufficient studies about the faculty and its future horizons, and the lack of a theoretical framework in this regard, and the lack of examination of the strengths and weaknesses of the governance faculty in our country, and the lack of examination of the experiences of other countries in the continuation of this scenario, which brings severe damage. Another case of this scenario is that the faculty of governance cannot place people in their right place, so that it cannot even prevent various management claims that sometimes appear from people outside this faculty. Also, due to its lack of independence, this faculty cannot adopt

different methods for training people because of higher organizations, and it will always remain dependent on other organizations, and this dependence will prevent its flourishing and growth. In the following, there is no clear vision in accordance with the reality about the future of this faculty, and not even its position and limits in decision-making are clear. Also, the relationship of this faculty with fields such as public policy is unclear, and it seems that some kind of parallel work will emerge. As a result of these cases and according to paragraphs 8 to 12 mentioned in the above section, it can be concluded that the second scenario sees this faculty as a container with not very full contents. So that the people who are going to be educated in this faculty may not be able to play a role well and this factor causes the minimization of the quality of decisions and then the minimization of growth, weakness in the implementation of policies, minimization of the legitimacy of individuals, the instability of individuals in relation to will remain in management positions etc.

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