

Relieved of routine drudgery by the computer, tomorrow's employees will have more fun at work - focusing the skills of creativity, judgement, intuition and human relations upon it - qualities where a far greater balance between masculine and feminine must be individually and collectively exhibited than is now required.

On the other side of the coin, there will be recognition of the organisation's need to care with genuine feeling for its employees as rounded human beings, in a 21st century amalgam of the Quaker and the Confucianist approaches to personnel management. This will also then extend to a concern for all the stakeholders of the enterprise - not only the owners, but also the consumers, the suppliers, the creditors and indeed the world outside - embracing both the universal under-privileged and the very environment itself.

In short, the whole and balanced individual will be able to influence the organisation, which will thus also contribute in turn towards the establishment of a whole and balanced society at large. Not only is it anyway better to light a candle than to curse the darkness, but each candle of personal balance - once lit, will thus spread its flame to every other candle that it touches until the whole world is ablaze with light.

Richard Clayton

I WANT ALL KIWIS TO FLY

An examination of New Zealand Society five years on.

As a child growing up in New Zealand I thought it was strange for my people to adopt, as one of their national emblems, a blind, dull, flightless bird. I never wanted that for myself or for others and I refused to call myself a Kiwi.

At 23 (at the end of my adolescence) I stretched my wings and I left New Zealand (a nation still in its infancy) to live in England for five years. I found myself living in a "tired, old lady" nation - (let's hope Alix Pirani is right and Mother Britain gives birth to something wonderful and fresh by way of the Human Potential Movement before she dies).

Now I'm back in New Zealand (well into my adulthood - one friend even suggests I've hit the mid-life crisis) and I find a nation struggling through its adolescence. What has caused this national developmental move? Perhaps it was the Springbok Rugby tour when right-wing forces unsuccessfully tried to crush opposition to the tour and a healthy national tension emerged.

I had been back less than a week and was invited to speak on radio about my impressions of New Zealand five years on. This anxious need for feedback from "foreign" visitors about "how we're getting on" is common in New Zealand. The question asked all American tourists as they arrive at Auckland International Airport is: "Well, what do you think of our beautiful country so far?" "How do I look?" SAYS THE ADOLESCENT combing his hair for the twelfth time).

Well, I find New Zealand has changed. Many New Zealanders are still into accumulating as many material possessions as they can and they talk on endlessly about them. Naturally this becomes pretty boring after a couple of hours and the ensuing anxiety that the boredom creates forces people to move to the next social stage which is to "have a great time" with each other, in other words avoid each other through excessive drinking. Not surprisingly, we have one of the highest rates of alcoholism in the world.

But there are signs that some New Zealanders are not content with only this. One of the fastest growing groups in the country is the Assembly of God - a Fundamental Christian sect which attracts 2,000 people to Auckland's town hall every Sunday morning and is heavily engaged in a large scale church-building programme throughout the country. A 'spiritual' commune based around the ideas of a therapy oriented guru called Bert Potter attracts 180 followers to live in over-crowded, illegal conditions, just so they can be near him. The other day a friend said, "oh, did I tell you about my nephew? He's given up his job as a clerk and founded a new religion. He's already got 200 followers and is getting more all the time". (Does all this not have elements of the religious fervour of the adolescent?)

The movement into therapy is a little slower, even on the decline. Two well-trained sex-therapists who founded a clinic in Auckland six years ago and were doing some marvellous work, are now working part-time and doing other things to make ends meet. Perhaps it's the long tradition and established commitment to the Welfare State (we had Women's suffrage and Old Age Pensions here ten years before Britain) that kills the financial side of the therapy business here. People just aren't prepared to pay.

But Men's groups, minority cultural groups, women's groups, Gay groups and all sorts of other consciousness-raising groups are flourishing. And Californian-style pop psychology is really O.K, It's 'in' to be assertive. I had a long chat to my insurance agent (who'd done a course on it) about body language and its relevance to his work. Then I sat with arms folded across my chest listening to him while he made me an offer I couldn't refuse.

An important springboard for a lot of very good "popular/ therapeutic work in Auckland is a voluntary telephone counselling organisation called Youthline. I never came across anything quite like it in Britain. The closest would be the student-run "Nightline" counselling organisations in places like Oxford. Youthline was founded in 1969 as a response to the increase in youth problems in the late 60s. I talked to its current director, Prue Elvidge, about Youthline's relevance now. Over 250 people phone in each week (Samaritan statistics in London make this datum seem laughable - but Auckland has a population of only 800,000 and this counselling is good). Perhaps more importantly though, the training given to the volunteer counsellors (there are about 120 Youthliners needed to run the service) is an excellent combination of counselling skills and basic self awareness training. Now, 15 years since Youthlines inception, ex-Youthliners are moving into influential positions in the City: in politics, a local borough mayor, at the University, an English lecturer, in the Church, several Anglican priests and many other lay people of all denominations. Naturally the effect is good. I'm inclined to agree with Roz Capper, a Wellington-based therapist who also lived years in Britain, when she said she felt therapy in New Zealand was less "airy-fairy" than in the U.K. More contactable. More practical. More socially digestible. Perhaps it's because we're psychologically closer to California. But I remember putting up with a lot of fairly scornful reactions when I started to talk to ordinary British people about what I thought the Human Potential Movement was about. And you often have to be very "sussed out" before you go into therapy/counselling in the U.K. I once did a "Primal Integration Group Weekend" when really I just needed someone to talk to. Naturally, the anxiety that came up had an overwhelmingly blocking reaction. Nobody had seen me to screen me before the group.

The signs of a healthy move towards adulthood in New Zealand society inevitably have their political correlations. A recent article in the 'Listener' advocating a new New Zealand flag which, rather like the Canadian flag, would be very distinctive and minus the Union Jack in the corner, was very interesting for many reasons. The tone of

the article (like much that's written/spoken here lately) was very anti-British (we have to get cross with Mum in order to assert our independence) but it was also very positive and was an attempt to introduce New Zealanders to the importance of symbolism in their daily lives - something that people living in mature societies like Britain have lived with for centuries.

The Prime Minister, Sir Robert Muldoon, continues to act like the classroom bully which has the effect of generally lowering the tone of the N.Z. Parliament. (When you've met a real thug you realise how sensitive Mrs. Thatcher really is). Fortunately his popularity is declining (and this can only be healthy) and the politically right wing (of course) leader of the recently established New Zealand party, Bob Jones, is on everyone's lips. Although conservative, many of his policies reflect sane thinking: particularly his nuclear-free Pacific policy and his intention to disband all the Armed Services in N.Z. altogether.

Despite these positive signs of change in New Zealand society, there is still a lot to be achieved. Even in 1984, homosexual acts between consenting male adults are illegal. Rape and prostitution are rife. Racial tension increases. And these issues are tossed about for hours on radio and television in an introspective frenzy. But part of being an adolescent is spending time in front of a mirror gazing at your spots. Eventually they do clear up.

I'm pleased I've returned to New Zealand. I added quite a few beautiful feathers to my wings. Feathers I could never have got here. And I'm thankful that my wings can fly and that I can soar high enough to see with a bird's eye view my nest, where I live. What I see is energy, lightness, movement. It's good.

But perhaps being back here is for me to learn that not all Kiwis want to fly or want to see. And perhaps it's right that they don't. And perhaps I do accept that. But for the ones who do want to fly, the sky really is the limit.
