

The Conspiracy of Hope: A Local Work-Based Community Struggles with a Global Corporation

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ABSTRACT This exploratory paper describes a work-based community of people, embedded within a larger framework, which in turn is part of a globally focused corporation. The people in the local community most at risk are females, who are highly stressed, so much so that a significant number leave the workplace without having other jobs. The role of the community psychologist is one that addresses such situations, by seeking information, then exploring possible ways to intervene with the participants. The particular intervention selected and described, though designed and planned but not implemented in this particular situation, could help solve at least some of the problems of the dysfunctional company (B). Implementing the Kilmann Culture Track might ensure that support groups are set up. Critical to the success of the intervention would be the involvement of key personnel with both a top down and bottom up approach, along with constant evaluation of both positive and negative effects. A cyclical Action Research Process that is continuous would allow for management of the culture and community to ensure adaptation. This article illustrates the potential role and activities that can be played by community psychologists.