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The uncertainty of the last 3 months over the United Kingdom's (UK) Government's election plans was resolved on June 8th when the Government received another landslide majority.

The new Government involves some major Cabinet changes that will have repercussions through several Government departments. These changes will involve new job transitions for the politicians concerned and the organisations they control. Yet media reports concentrate on the effects of elections for high profile politicians but rarely on the disruption caused for the thousands of staff they lead.

Although the new UK Government has another big majority, this was a re-election without the radical changes of power that occurred in the UK in May 1997 or in Israel or the USA earlier this year.

However, the result was deeply disappointing for the Conservative Opposition and led to the resignation of its party leader, William Hague. His cheerful manner was no compensation for a party with divided views on Europe and a tax cutting philosophy clearly inappropriate to collapsing public services.

William Hague's contribution (as a former management consultant) was to reconstruct a party devastated by its loss of power in 1997. He is a shaper, facilitator, and accomplished communicator--but politically a tactician more than a strategist. The Opposition's election result suggests it will need a new strategic vision as well as a new leader.

The 2001 UK Election landslide stirred me to revisit forecasts I made in 1997--applying change management principles from career and organizational psychology to the post-election transition period. These implied a "Landslide Syndrome" (press headline, not mine!).

New governments--especially those winning a change of power or a substantial majority--usually enjoy a honeymoon period for a few months. But my work in career and organisation change raised the question "What happens after the honeymoon?"

In 1997, 94% of ministers and Members of Parliament (MPs) experienced a radical role change on the same day--either winning or losing power in the UK Parliament. Management and staff changes on this scale in a business organisation would be devastating. Fortunately, the Civil Service provides continuity through election periods.

Tony Blair's honeymoon period was obvious and promoted by his public relations staff (spin doctors). But transition psychology suggested the risk of a highly disruptive transition crisis period six- plus-months after the election, before the new government could stabilise its administration.

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The short-term implications were potentially serious for leaders, parties, and individual MPs. I outlined this transition hypothesis in a booklet called *After the honeymoon* in October 1997. The Opposition's crisis began four weeks later. The new Government's crisis started in November 1997 and extended to February 1998. The booklet was updated in December with advice and scenarios for moving "from crisis to recovery". It was renamed *Parliament in transition: Honeymoon, crisis and recovery*.

Actual events were reviewed in 1998 and published in a review edition. I have just published a full copy of this on my website at <http://www.eoslifework.co.uk/pitintro.htm>.

A similar pattern of events is likely to happen in the UK Parliament over the next 12 months. But if parties take account of the transition analysis, they may be able to manage the predictable transition crisis period (November 2001-December 2001) more smoothly than in 1997-98.

However, external events are likely to produce other transition cycles in the UK this year. The foot-and-mouth epidemic has traumatised large parts of the rural population. A post-trauma transition cycle is likely to reach crisis level from September 2001 onwards with widespread distress and the possibility of political unrest--six months after the epidemic took hold in March. This could see a repeat of the fuel price protests that paralysed the UK last September--but with a much deeper psychological basis for unrest.

Meanwhile, the Issues and transition management recommendations in *Parliament in transition* may be relevant much sooner in Israel and the United States. If these governments experience a post-election transition this year, a crisis level may occur within the next six to eight weeks. The outlook for these transition periods is published in the *Power or Peace* project on my website at <http://www.eoslifework.co.uk/pop1.htm>.

Post-election transition periods may also apply in other countries with recent elections--e.g., Japan and Iran. IBPP readers are welcome to consult *Parliament in transition* and see whether sections are relevant to other contexts outside the UK. It includes a Lifeline exercise that readers can use to recognise transition periods in their own lives, careers, and organisations. (See the following IBPP suggested references: Bacigalupe, G. (2000). Family violence in Chile: Political and legal dimensions in a period of democratic transition. *Violence Against Women*, 6, 427-448; Blais, A., Nevitte, N., Gidengil, E., & Nadeau, R. (2000). Do people have feelings toward leaders about whom they say they know nothing? *Public Opinion Quarterly*, 64, 452-463; Konrad, E. (2000). Changes in work motivation during transition: A case from Slovenia. *Applied Psychology: An International Review*, 49, 619-635; Newman, K.L. (2000). Organizational transformation during institutional upheaval. *Academy of Management Review*, 25, 602-619; Raghbir, P., & Johar, G. V. (1999). Hong Kong 1997 in context. *Public Opinion Quarterly*, 63, 543-565; Williams, D. (April 20, 2001). An open letter to Prime Minister Sharon. *IBPP*, 10(14).) (Keywords: Elections, United Kingdom.)