

Georgia State Prison Population - Revocation vs Longtime offender

Something has got to change when it comes to the revocation - violation of parole or probation vs longtime offender. Many offenders has been locked up decades plus, these are you longtime offenders who ~~has been~~ hasn't been given one chance to prove themselves because society says we are keeping all violent offenders locked up where they belong. While on the other hand non-violent offenders are becoming career criminals. By constantly entering the system over and over under parole and probation violation or under new charges. Some of the charges are more serious than the original offense.

Everytime the longtime offender hear such and such are in diag diagnostic or here at the prison. Majority of the longtime offender say D can I have one chance. On the other hand how is the system helping anyone ~~to do~~ today, as things spiral out of control. If you are longtime offender and has been in the system. There are two things you better hold onto your trust in God and insanity. With those two you can make it, as well with the correct ~~steps~~ steps in your path. Doing time alone is difficult but when you have add on situation to your time. You tell yourself I got to keep pushing it. Cause maybe they call my name to go home to my family.

Organization behavior is very important as in any place of establishment. Because ethical practices lead to making the right choices in your organization. Unethical practices leads to thing like this Georgia's State ~~prison~~ correction over 200 employees has been

prior 2020. This is what's been going on behind the walls
Unethical practices even though you have those who do
their jobs. When the people come back to prison or live
in prison. Oh I can do what I want nobody is necessarily
going to punish me because it's more inmates than
officers because of that, hell the officer we have don't
care about nothing. If the officer do care oh we going
to get them on our side. If they are too ~~strict~~ ^{strict} or try
anything of the nature; we will take ^{care} of them. My opinion
of life I hear a lot of things. That is not right when
it comes to a certain type of individuals like inmates

Georgia State Prison system has become a pon for a
money maker. Every politicians wants to make threats
to ~~the~~ the prison about sending the feds in here. But
what are they going to do that the State is not
doing. I desire this system to ~~be~~ be rebuilt back
up. You must have a judicial system all over
the world. But not a corrup judicial system. Prison
must exist for the people who break the laws of the
land. But people should not be managed like
they work in factories. Socialist reform Robert Owen's
recommended three equal parts

8 hours work

8 hours for recreation

8 hours for rest.

The 12 hours has played a major factor in people
coming to work at the prison and they lost a lot of
employee because they went to 12 hours. The 12 hours
has been a disaster. I can relate. I had a cousin
that was a ~~correctional~~ correctional officer at Aultry State
Prison once Saturday morning had work a little
bit over the 12 hours. Failed a sleep behind

The wheel, crash and died. On these 12 hour shift has been not great for many officers. Some officers managed to live from their crashes. But has injuries from the accidents.

Secondly officers needs to be remind they are not the inmates and inmates are not the officers. Since the shortage of officers. Inmates has been gaining grounds that they should have ~~not~~ never been able to cross. Some inmates act if ~~that~~ they are not incarcerated try to make other inmates answer to them. This is very sickly for many reason.

Third stop treating women different than men. The women has gotten just as bad as the men. If you send the cobra or tachi team in for men. Why not do the women prison. A inmate is a inmate. Some inmates are not bad as others I agree. But some people are people pleaser meaning they running with who all the trouble makers and doing the same thing they are doing.

What needs to be done to rebuild the prison staffs back up.

Go back to 8 hours

Show the public that the department has control over their inmates and that the inmates don't run the prisons. How that can be done, going back to

| | |
|---------------|--|
| 8 hours | When it was like this the officer and inmates could not get away with nothing. Every post had multiple officers on post. |
| 1 am to 2 pm | |
| 2 pm to 10 pm | |
| 10 pm to 6 pm | |
| Split Shift | |

We have to remember not everyone is leader but some people has to follow and some people you have to watch on the job because they are trustworthy alone.

Build your cut hands up because some prison lost their ~~the~~ whole team. Some prison use to have the best structure and well equiped staff. Politicians in the ultimate budget cut. Once the budget was restore, just left things like that they was. I don't want this organization to continue to fail, because their will allways be a need for jails, prison etc. Cause people dont know how to act in the free world. Then they get in prison still doing all kinds of foolishness. Stealing pills, taking other people drugs, raise hell with a girl or ~~face~~ boy friend that is they love, fighting, trying to personal deal and just keep mess up behind these walls. Lying on others inmates just because they feel they are in good with a staff member. The list goes on and on. Then they call home complaining about the staff at the prison. But not telling their side of the story oh I didn't take my medicine today. Or I did this to be in lock down.

When your loved one calling from a prison complaining did the inmate do their part? Its not all up to the staff to do everything. But the inmates has a part to play. Cause some of the inmates today being doing things they are not honest about like you was w/ to the K-2 dealer ill doing illegal things but then

You want to follow rape, Suicide is a prominent one here lately. Not all inmates are doing illegal things but are trying to encourage their peers to get on the right path. But they have in their mind their own hope. So the ones are trying to help them they lie and hunt the ones who are helping them. Nobody likes to be lied on especially if they are serious allegations that cause the other person harm. You push people out of your lives that way.

When someone is really suicidal their no help ~~can't~~ is useful because they have made their mind up to do what ever. A officer can make their rounds every two minutes. Shall find that person. We have alot of hopeless people behind the walls and world. Mental health is real behind the walls as well. In every area. The Department of Correctional in Georgia needs to be ~~replenish~~ replenish with staff. Don't be afraid to come work in a prison. The inmates do not run the prison the staff does.

Family Crest When your love one calls telling you about something in the prison. Consult the Wardens, Deputy Wardens and etc. Some inmates get they family or families all worked up when they are the problem. That save you from having caught against prison officials. I ask the families to be part of the solution. Push for the things I ask for above in the articles.

Everything I am pushing for will change the whole Department of Correction around in Georgia. Cause at the end of the Day. ~~The~~ The Welfare of the entire organization - DDC is important. The Staff and inmates. Push your Senator and government to get onboard. I am tired of certain prisons and Georgia Department of Correction being in the news. This is not a party place. But a place to learn from mistakes so inmates can re-enter society as productive citizens.

So that neighborhoods and ~~city~~ cities can be safe. Because the one that was a drug dealer, now a innovator in their community. This is the value that the department of Correction in Georgia lost. What is our name citizen and government workers. Victory is our new name for the remainder of this year. Defeat is dead and gone. Now I want to leave you a group of nuggets from my management class.

Drucker's Tips for improving leadership effectiveness

1. Determine what needs to be done
2. Determine the right thing to do for the welfare of the entire organization
3. Develop action plan that specify desired results, probable restraints, future revisions, check in points, and implications for how one should spend his or her time
4. Take responsibility for ~~decisions~~ decisions
5. Take responsibility for communicating action

plans and give people the information they need to get the job done.

6. Focus on opportunities rather than problems. Do not sweep problems under the rug, and treat change as an opportunity rather than a threat.

7. Run productive meetings. Different type of meeting require different forms of preparation and different results. Prepare accordingly.

8. Think and say "We rather than I." Consider the needs and opportunities of the organization before thinking of your own opportunities and needs.

9. Listen first, speak last.

Situational theories

propose that the effectiveness of a particular style of leader behavior depends on the situation.

Fiedler's contingency theory

based on the premise that a leader's effectiveness is contingent on the extent to which a leader's style fits or matches characteristics of the situation at hand.

- Continue -

Path Goal Theory

Leader Behaviors

Path Goal Clarifying
achievement oriented
Work facilitation
supportive
Interaction facilitation
Group-oriented
decisionmaking
representation and networking
valued based

Employee Characteristics

Locus of control
Task ability
need for achievement
Experience
need for clarity

Leadership effectiveness

Employee motivation
Employee satisfaction
Employee performance
Leader acceptance
work unit performance

Environmental factors

Task structure
Work group dynamics

Organizational Culture

people don't like to be managed. what is the role of management for the next generation? We are brand new era. we focus on leadership

Outcomes

Organizational commitment
Task meaningfulness
and satisfaction

Leader Behaviors

Intellectual stimulation
Individualized consideration

- Continue -

Effects on followers and work groups

Increased identification and cohesion with work group members
Increased self-esteem, self efficacy and intrinsic interests in goal accomplishment

Peter Drucker (Knowledge work) "The most valuable asset of a 21st century institution, whether business or non-business will be its knowledge workers and their productivity."

New managerial contract when all the value and organizational walks out the door in each evening. The old commanding control mindsets is not going to work anymore. Why are we doing this. Tradition is easy. Tradition is comforting. Tradition strangles innovation doing things because this is the way its always been done - break the cycle

Antoine De Saint-Exupery If you want to build a ship, don't drum up people to collect wood and don't assign them tasks and works. But rather teach them to long for the endless immensity of the sea. If you don't grow you get stragnated.

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