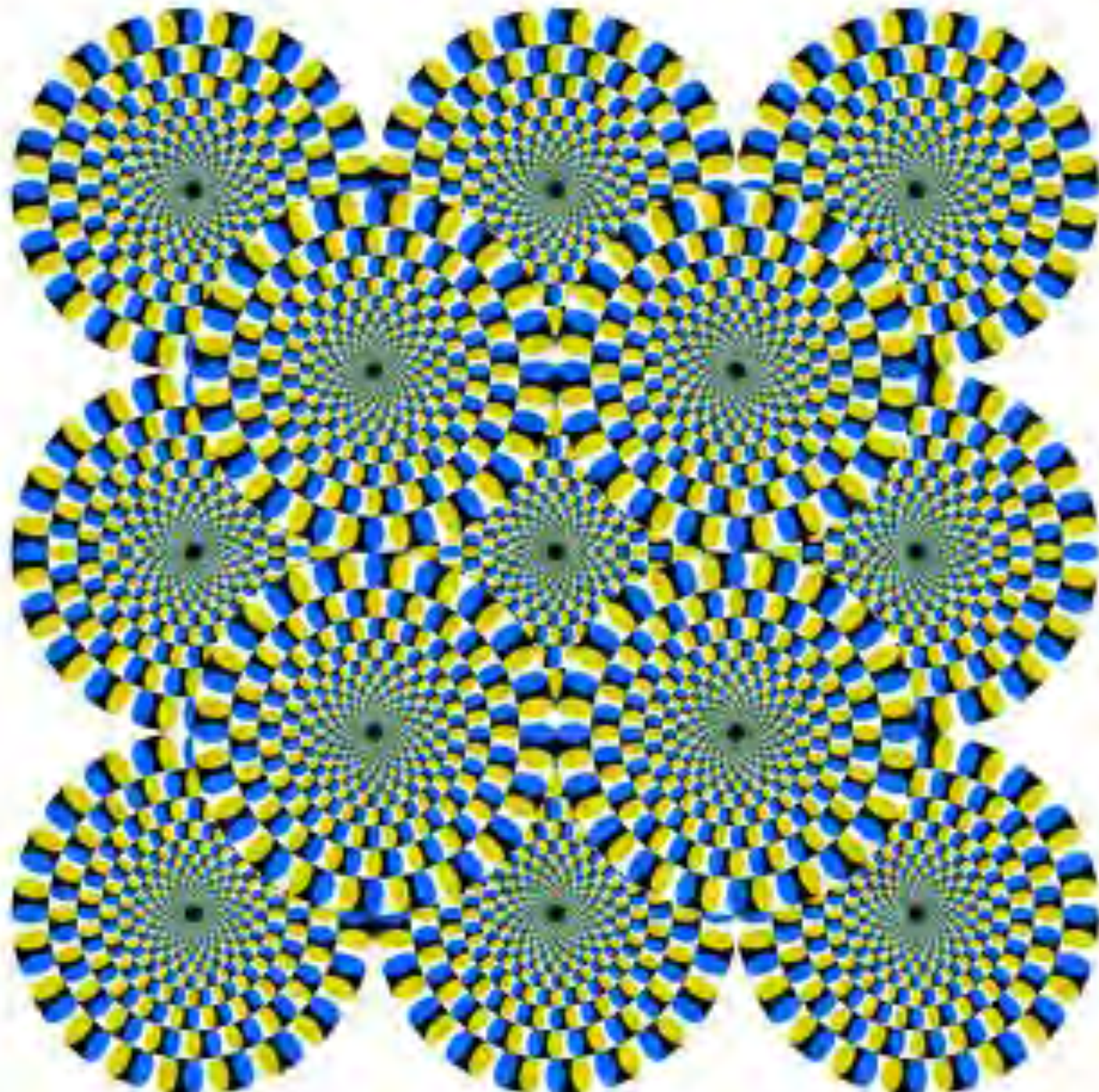




LEADERSHIP FOR IMPROVED PRODUCTIVITY

mohan@gmx.net





Entwicklungsstadien

Je nach Klima kann der Lebenszyklus eines Falter nur wenige Tage kurz oder bis zu vier Jahren lang sein

gezeichnete Färbung bei der Paarung

vollentwickeltes Insekt (Imago)

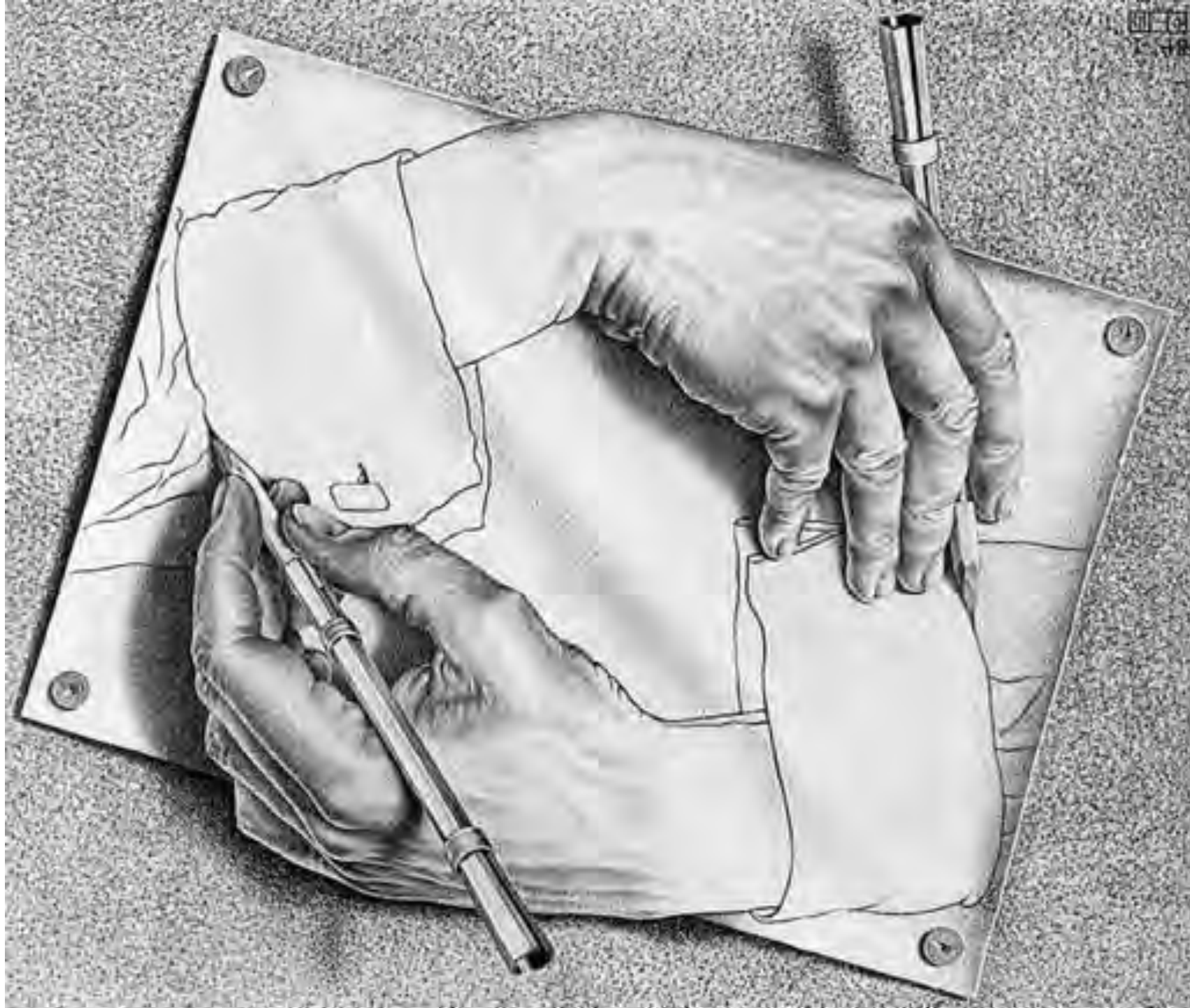
aus der Puppe
entstehendes
Falter

Ei (das zumeist vergrößert)

Larve oder Raupe

Puppe oder Chrysalis



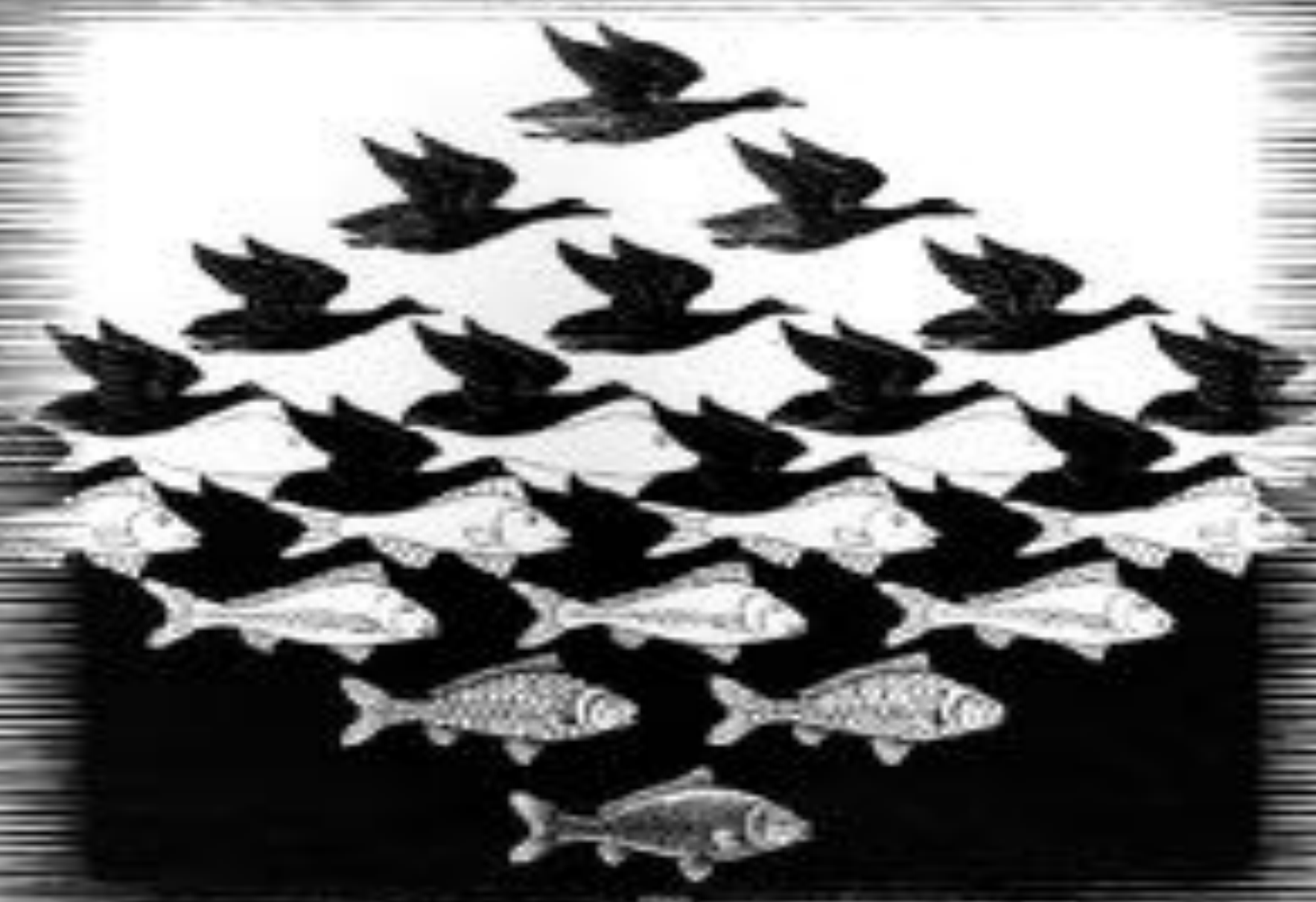










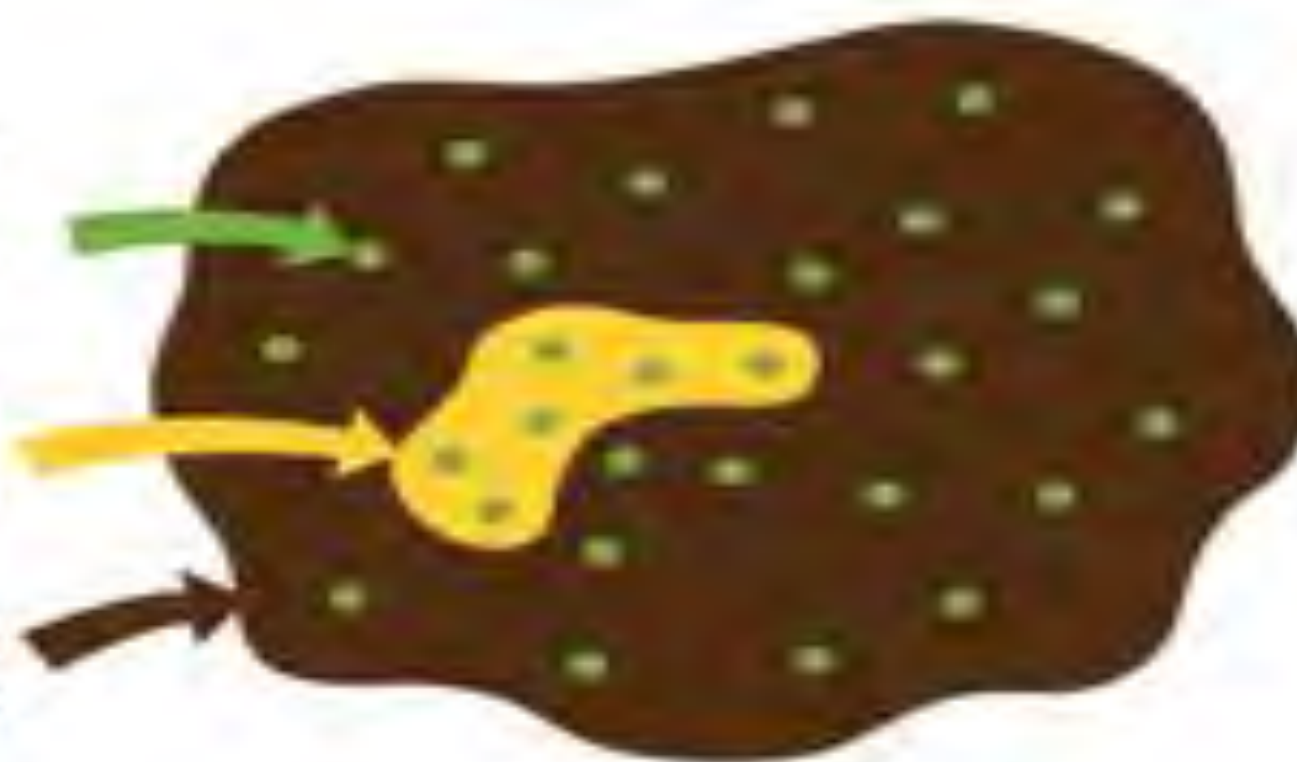




Individual
dimension

Organizational
dimension

Enabling
environment



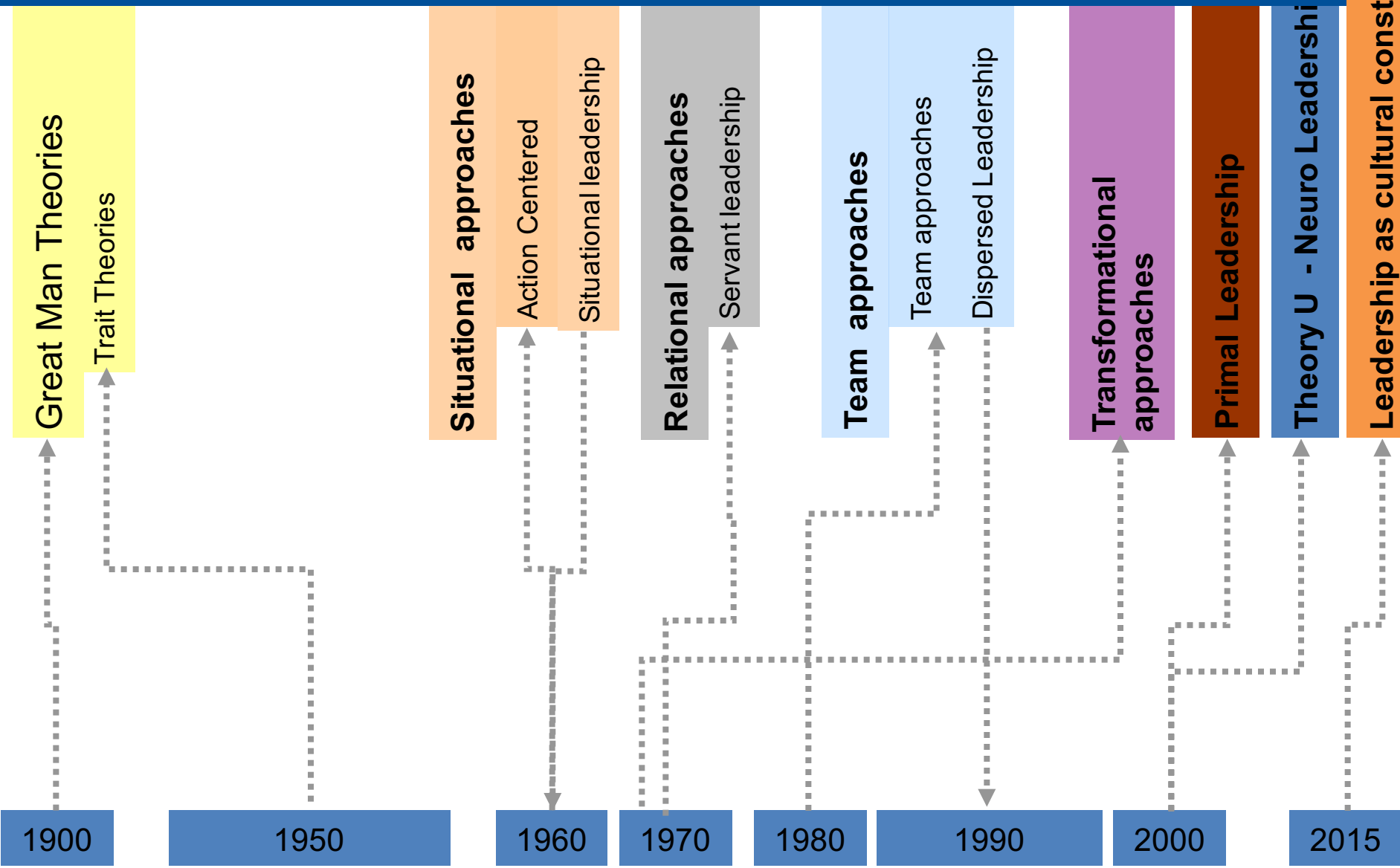
Leadership - Management

Challenging status quo
Long term perspective
What and why?
Focus on people and relations
Influencing via inspiration and vision
Shaping in contexts of uncertainty
Purpose and values
Ability to deal with dilemmas
Co-creating systems for effectiveness
Aligning people
Transcending organisational goals



Optimising within status quo
Short and medium term perspective
How and when?
Focus on policies and processes
Control via indicators
Acting in contexts of complexity
Objectives and targets
Develop solutions to problems
Efficient performance for effectiveness
Aligning processes
Operating within organisational boundaries

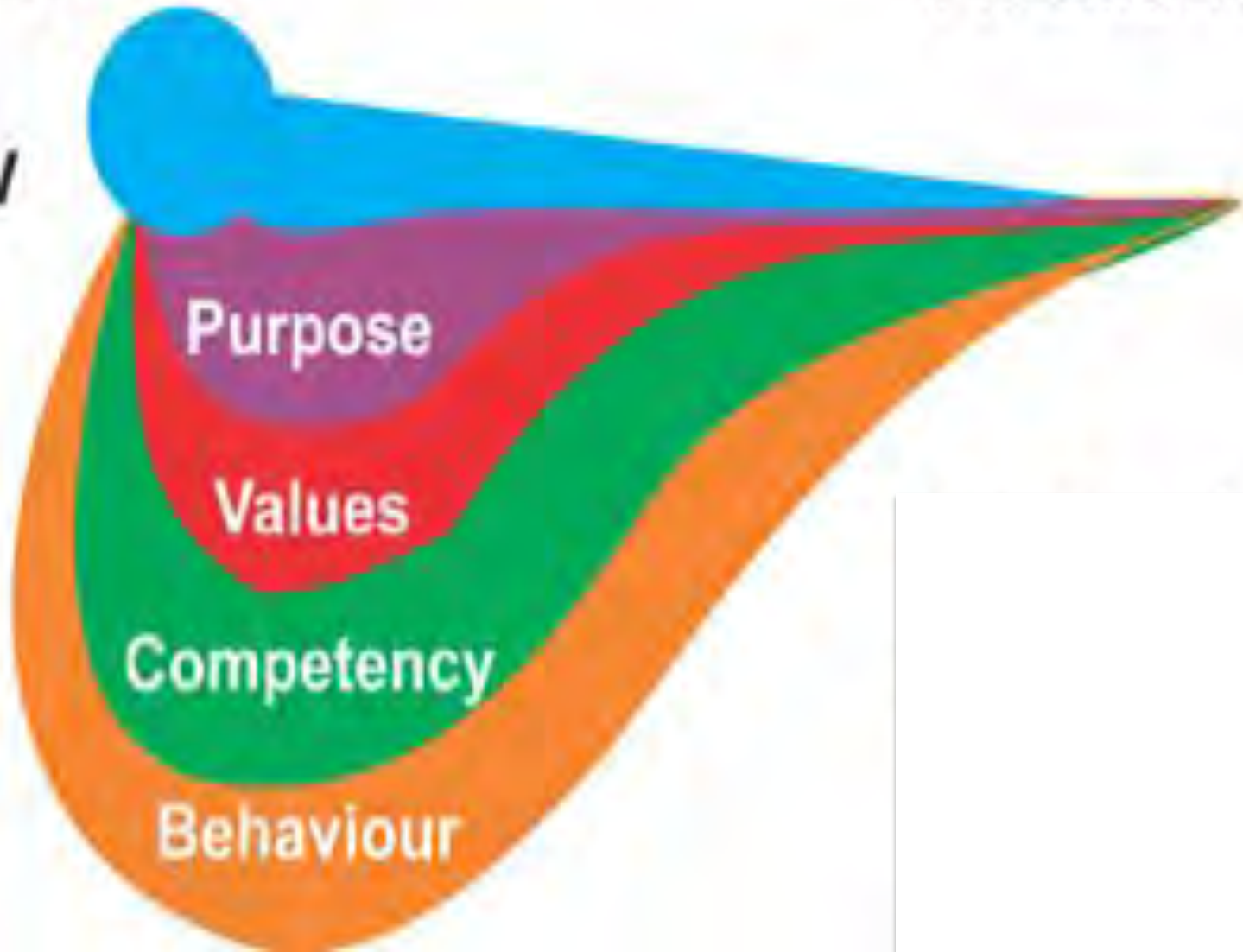
Evolution of leadership concepts



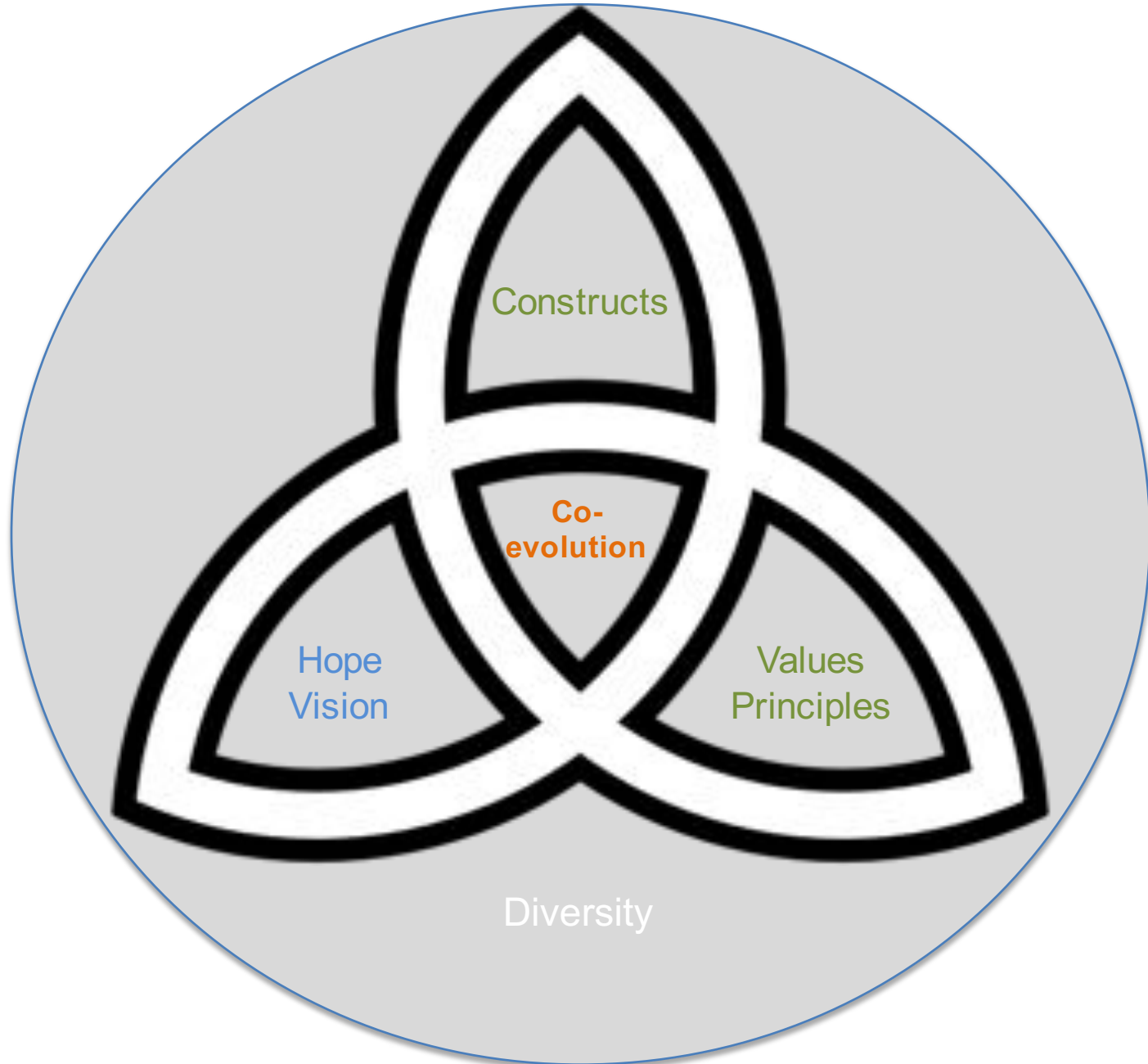
Technologies

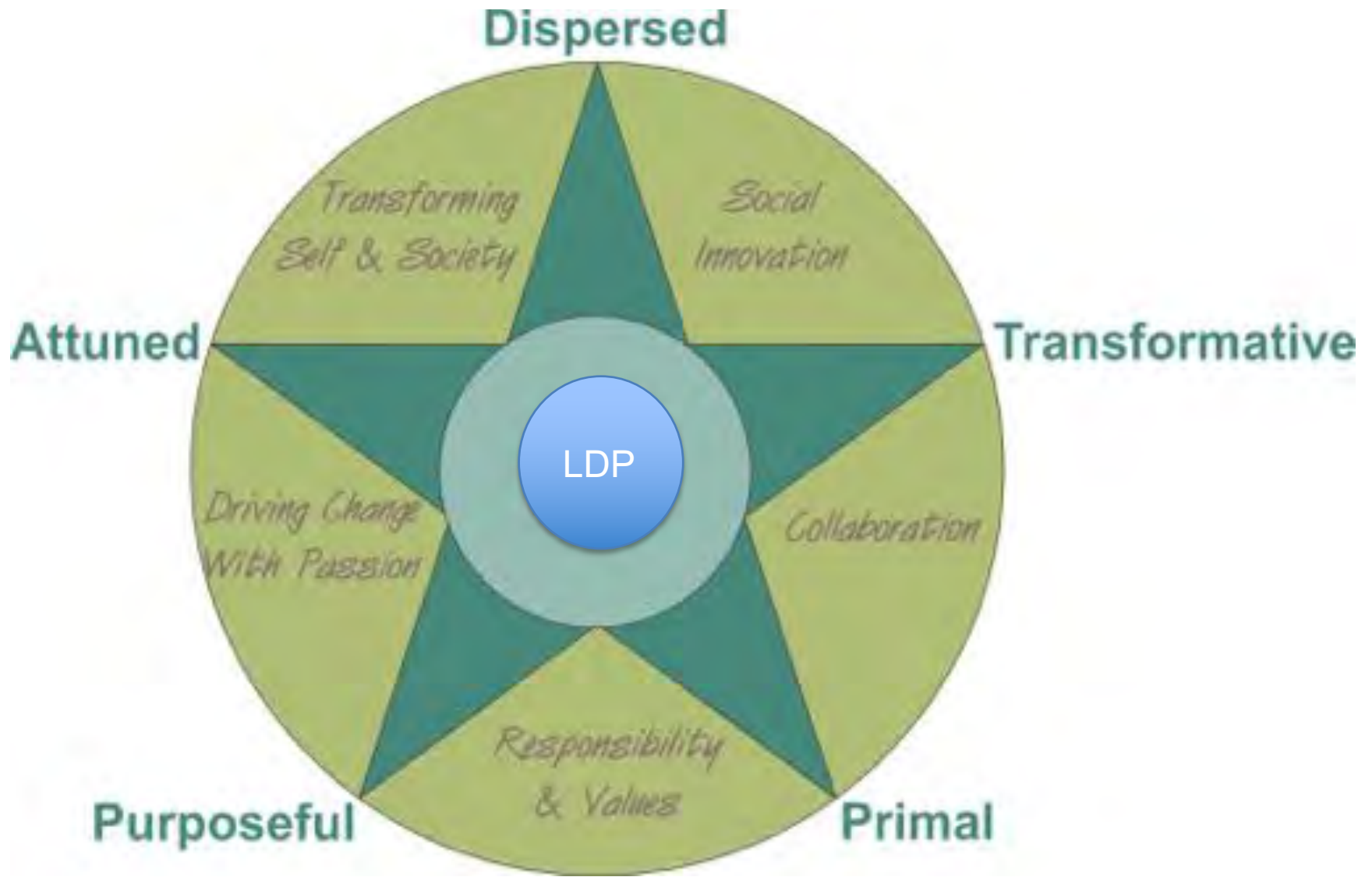
Resilience

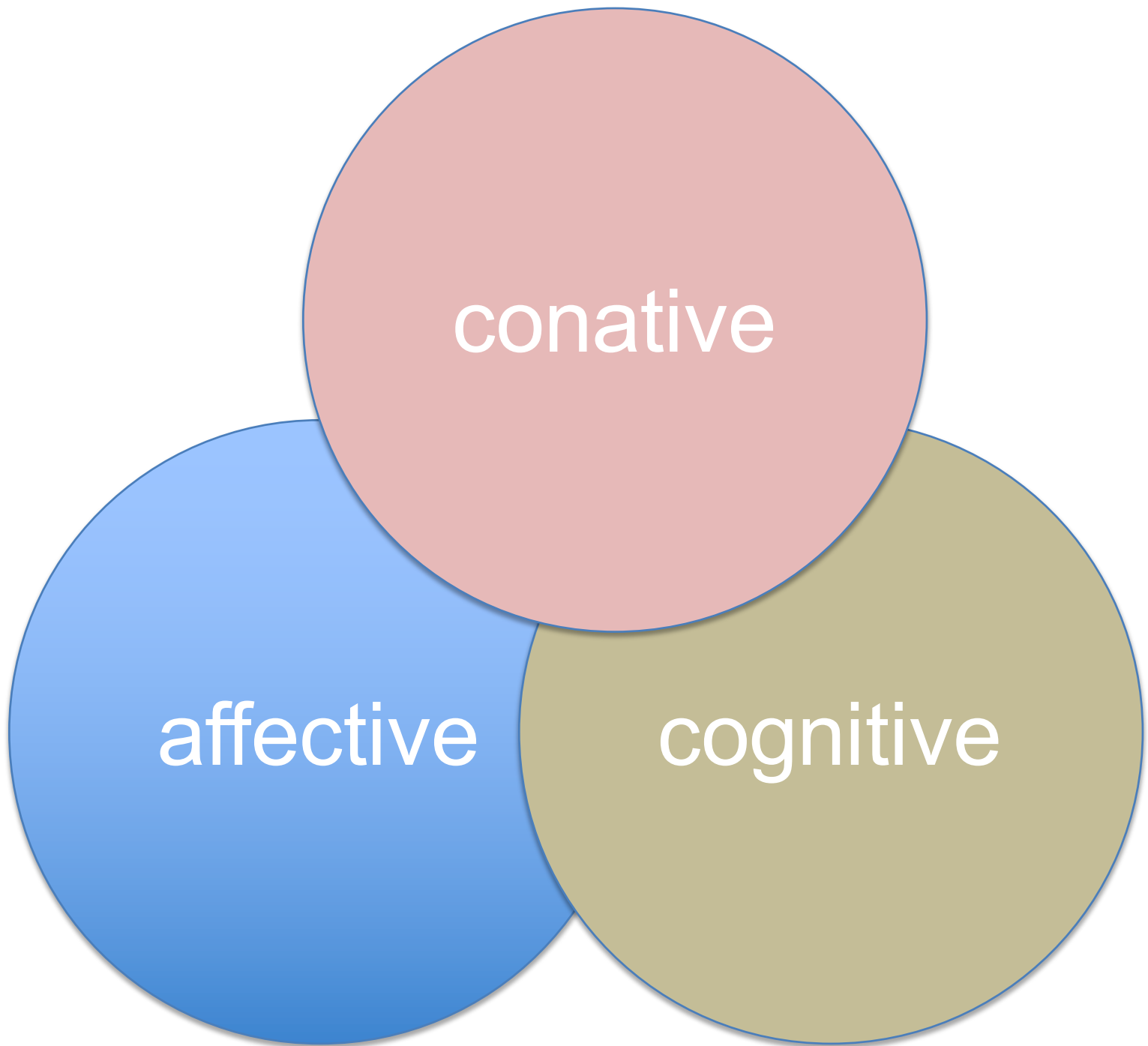
and View



Essentials







conative

affective

cognitive

L D A learning perspective

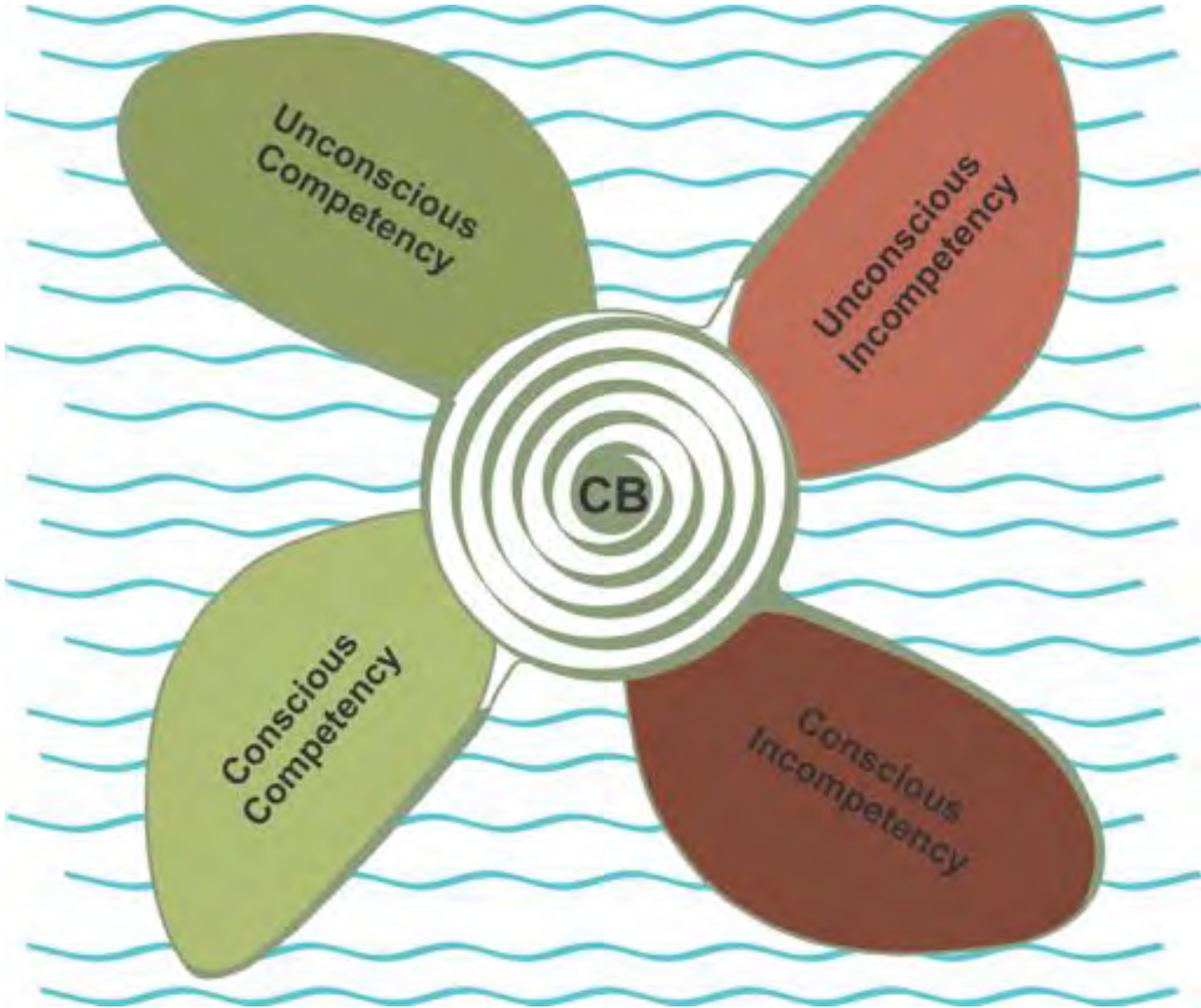
Vision, Values,
beliefs,
Conceptual
frameworks
Why we do what we do!

Strategies,
Interventions
Actions
(what we do!)

Results
(outcomes)
(what we get!)

Double Loop Learning
more than problem solving, it is about reevaluating and reframing goals, values and
assumptions in light of a co-created and negotiated desired future





Deconstruction
Conscientization
Co-construction

Imagination
Co-creation

