Goalscape

Job Beschreibung A

1. Top Gehalt
2. Sicher
3. Nützlich

Sign Here .....

Job Beschreibung B

1. Kein Gehalt
2. Lebensgefährlich
3. Nutzlos

Sign Here .....

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Job Description A

1. Top Gehalt
2. Sicher
3. Nützlich

According to Gallup [3], only 15% of employees worldwide are actively engaged at work. HR funds are wasted at a massive scale[4].

Job Description B

1. Kein Gehalt
2. Lebensgefährlich
3. Nutzlos

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Goalscape

Goalscape wurde für Menschen und Unternehmen Entwickelt, die sich ambitionierte Ziele setzen.

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Doch die Arbeitswelt ist kein Hockeyspiel

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In Wirtschaftsunternehmen sind Ziele häufig weniger einfach zu visualisieren und darum weniger motivierend.

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Die Lösung: FAST Goal Management

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MIT MANAGEMENT SLOAN SCHOOL

F A S T

FREQUENTLY Talked About

Ambitioniert

Spezifisch

Transparent

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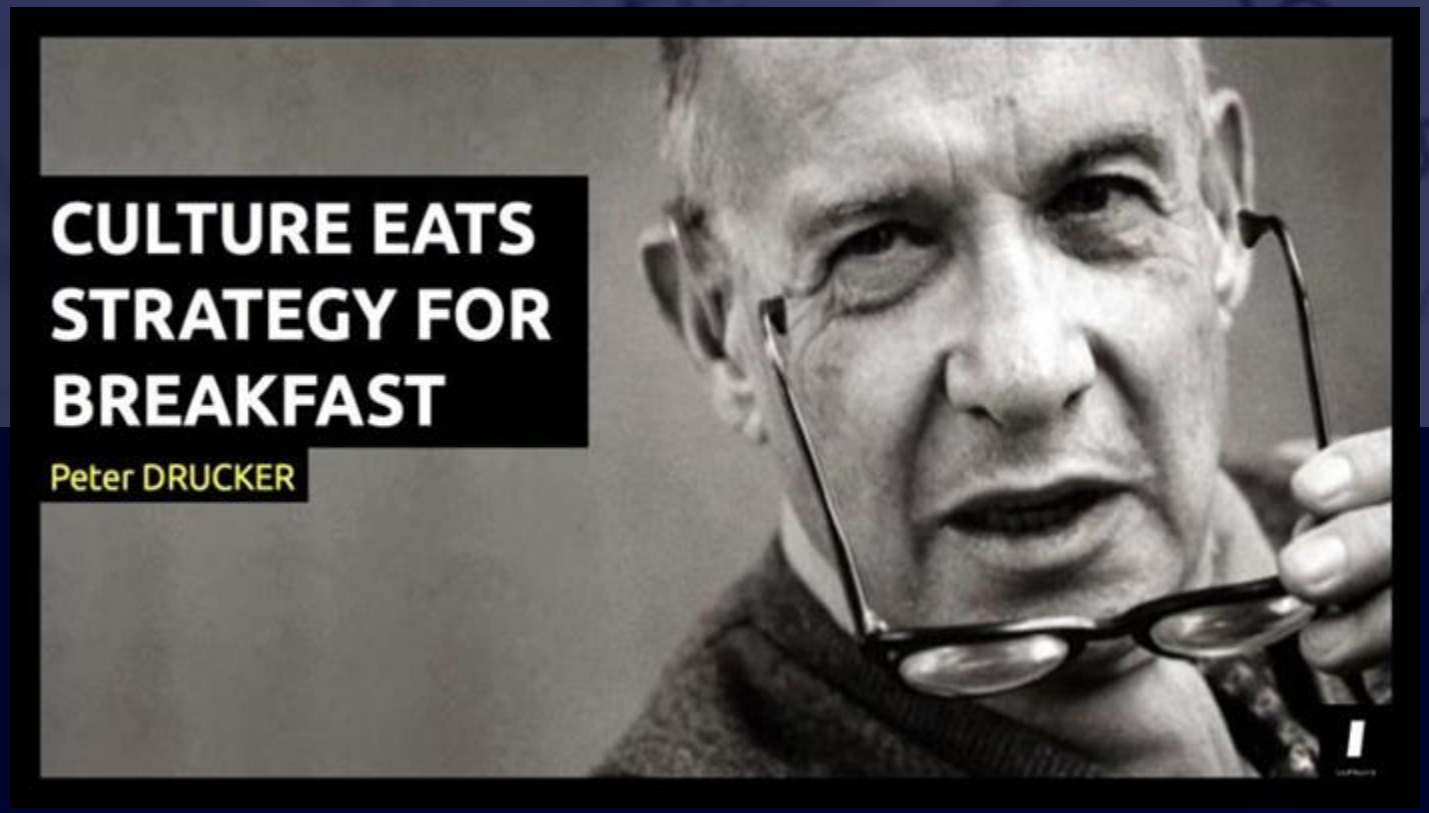
Die Team-Kultur als Erfolgsfaktor



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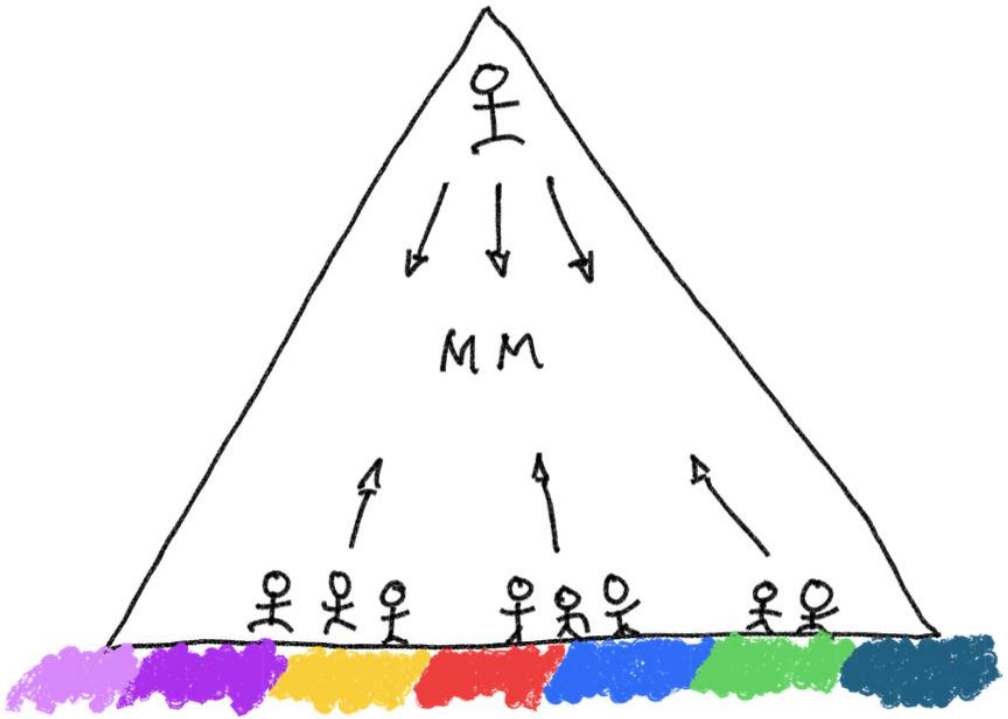
DIE PYRAMIDE
ALS ORGA MODELL



FÜHRUNG ENTSCHEIDET

FÜHRUNG HAT VERANTWORTUNG

VERTIKALE KOMMUNIKATION

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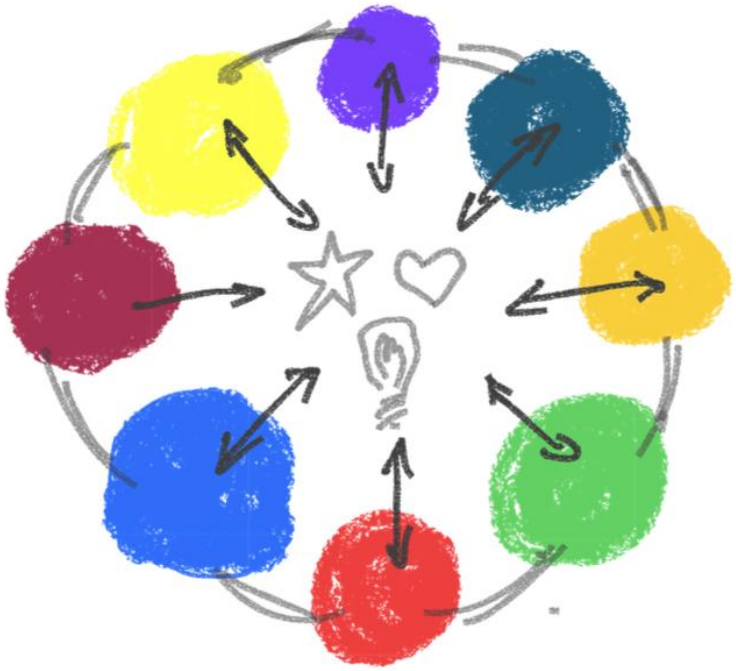
DER KREIS
ALS ORGA MODELL

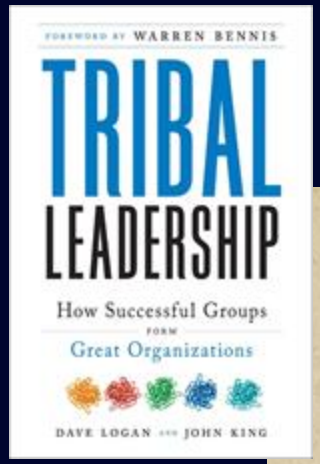


TEAMS TREFFEN ENTSCHEIDUNGEN

ALLE HABEN VERANTWORTUNG

HORIZONTALE KOMMUNIKATION

Backup Slides



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5 Stages of Tribal Leadership

Despairing Hostility	Apathetic Victim	Lone Warrior	Tribal Pride	Innocent Wonderment
"Life sucks"	"My life sucks"	"I'm great you're not"	"We're great they're not"	"We great so are they!"
Stage I	**Stage II**	**Stage III**	**Stage IV**	**Stage V**
Life, sucks, f----, break, can't, cut, whatever	Boss, life, try, can't give up, quit, sucks	I, me, my, job, did, do, have, went	We, our, team, do, them, have, did it, commit, value	Same team, common goal, greater good

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(c) Tribal Leadership by Dave Logan, John King & Halle Fisher-Wright

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Organizational stages of development:

Impulsive - Red

„Well adapted to chaotic environments, but ill-suited to achieve complex outcomes in stable environments."

VALUES: Command authority, division of labor

Conformist - Amber

„Can plan for long term, and can create organizational structures that are stable and can scale."

VALUES: Long term perspectives, size and stability, formal roles, processes

Achievement - Orange

„Effectiveness replaces morals. The better I understand the way operates, the more I can achieve."

VALUES: Innovation, accountability, meritocracy

Pluralistic - Green

„Seeks fairness, equality, harmony, community, cooperation, and consensus. It insists that all perspectives deserve equal respect."

VALUES: Empowerment, values-driven culture, multiple stakeholder perspective

Evolutionary - Teal

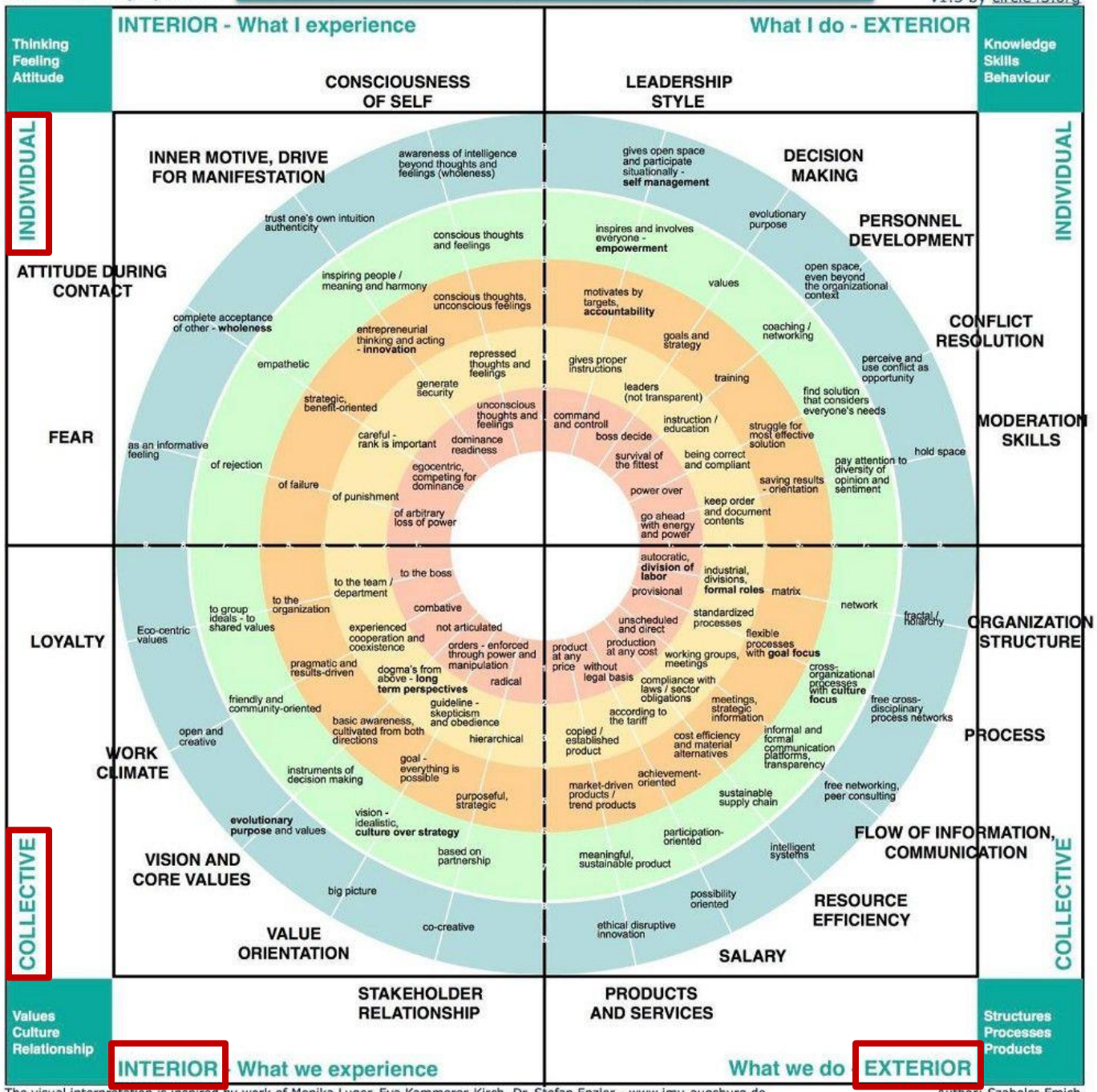
„Can accept, that there is an evolution in consciousness, that there is a momentum in evolution towards ever more complex ways of dealing with the world."

VALUES: Evolutionary purpose, wholeness, self management

Based on the book of Frederic Laloux's: Reinventing Organizations

Evolutionary development map of organization

v1.3 by circle43.org



The visual interpretation is inspired by work of Monika Luger, Eva Kammerer-Kirch, Dr. Stefan Enzler - www.imu-augsburg.de

Author: Szabolcs Emich

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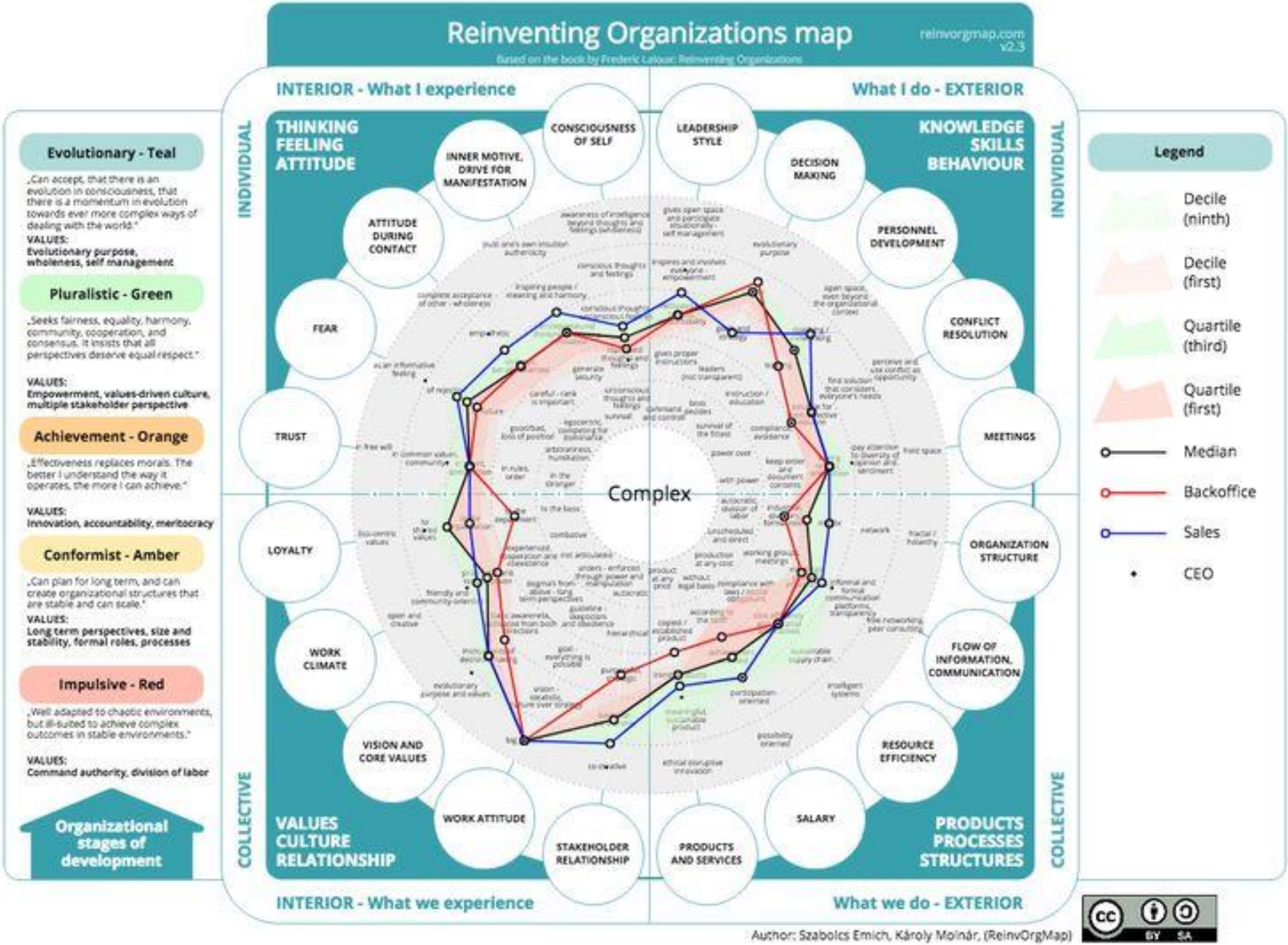

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