

A series of concentric circles in a lighter shade of teal, centered on the left side of the slide.

# ORGANISATIONAL TRANSFORMATION FOR SUCCESS

## With The 6 Box Leadership Diagnostics



## WHAT IS THE MANAGEMENT SHIFT?

- The way to manage and monitor business performance to bring about **more humane and purposeful ways of working**
- Based on **process and people analytics** – a holistic data driven approach to cultural and behavioural change
- **Thought leadership in action** – a unique model to create the future of work here today
- **Proven approach**, helping organisations to do well by doing good, with early adopters in private and public sectors improving diversity; engagement and profitability
- **Research published** in an award-winning book
- **A niche consultancy** with strategic partnerships and accredited management consultants



# THE MANAGEMENT SHIFT IS THE 'HOW' OF THE BIG SHIFT

Transforming outdated leadership approaches to humane approaches  
for prosperity and fulfilment using evidence-based tools and processes

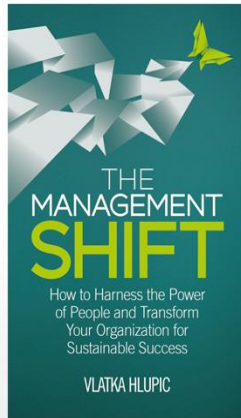
# What is The Management Shift® ?

*“The Management Shift is the Lamborghini of the consulting world”*

Paul Kincell, Interim Sales, Marketing and Business Development Director



# Transferring Knowledge to Action to Facilitate The Management Shift®



Why  
Chapters  
1&7

What  
Chapters  
2,3&4

How  
Chapters  
5&6

EMERGENT  
LEADERSHIP

6 BOX  
LEADERSHIP

Achieving  
THE  
MANAGEMENT  
SHIFT

in an Organisation

Positive Impact

KNOWLEDGE

ACTION

TRANSFORMATION

# The 6 Box Leadership Diagnostic for Organisational Shift

- Reinvent leadership to increase value
- Turn your people's potential into results
- How to make the change
- How to get started

# Reinvent Leadership to Increase Value

- Get a snapshot of truth using our evidence-based and empirically proven tools
- Sustainably improve results
- Discover hidden areas of strengths in your organisation
- Discover hidden dependencies and blockages to organisational performance
- Improve innovation and personal engagement
- Uncover strengths and opportunities and systematically turn potential into results
- Turn staff engagement insights into value drivers

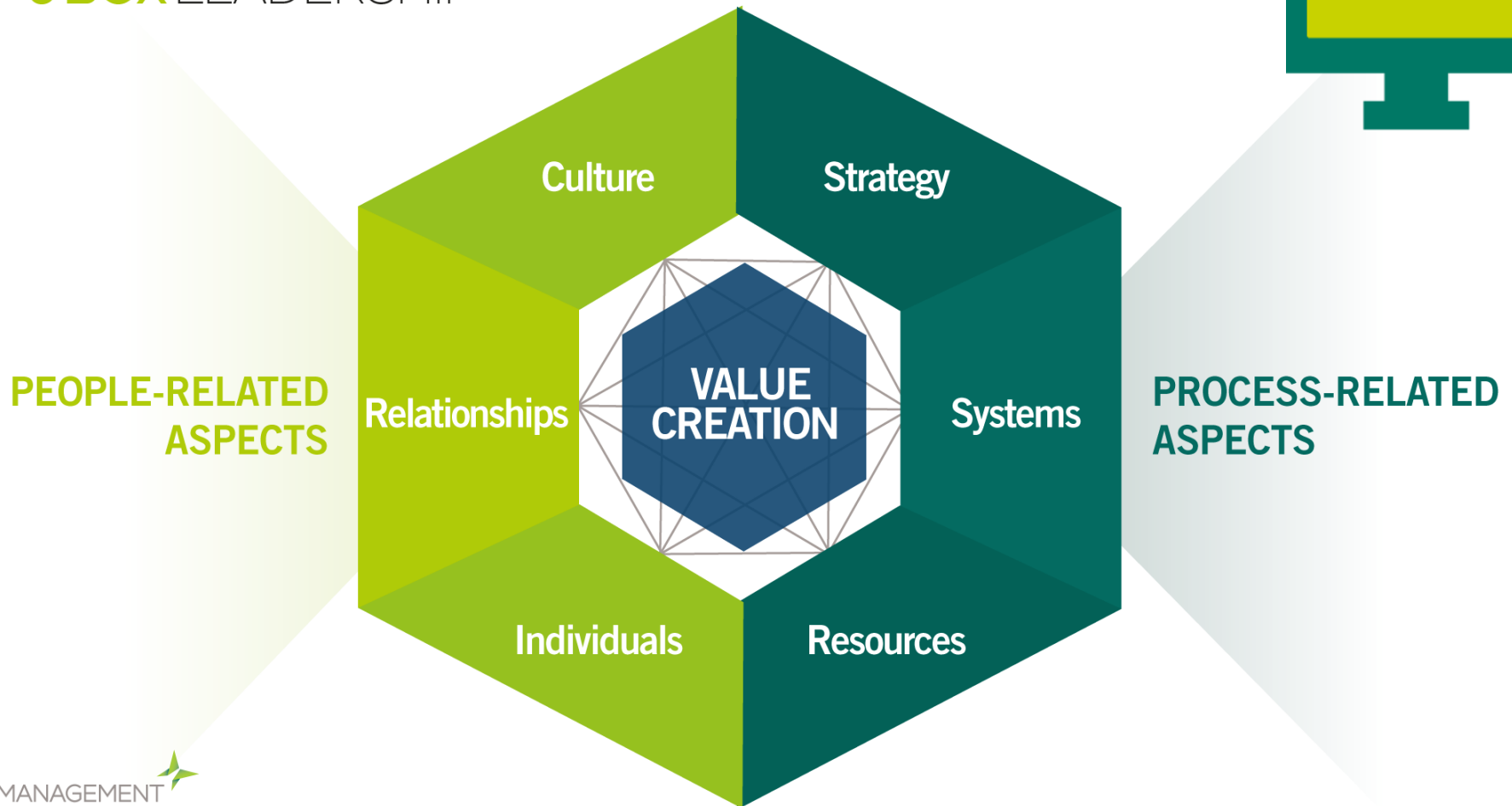
# Different Organisations Benefit Differently

- FTSE100 company, UK: Used to improve performance and innovation, 33% increase in revenue and increase in net profit of 213%
- Central government department, UK: Uncovered strategic focus areas and developed senior development programme
- Management consultancy, USA: used to facilitate growth strategy (500% increase in revenue, 100% in staff numbers)
- NHS Trust: used diagnostic to design new HR strategy
- IT consultancy, Norway: Life-changing experience
- On-line media company, South Africa: Business sold after diagnostics



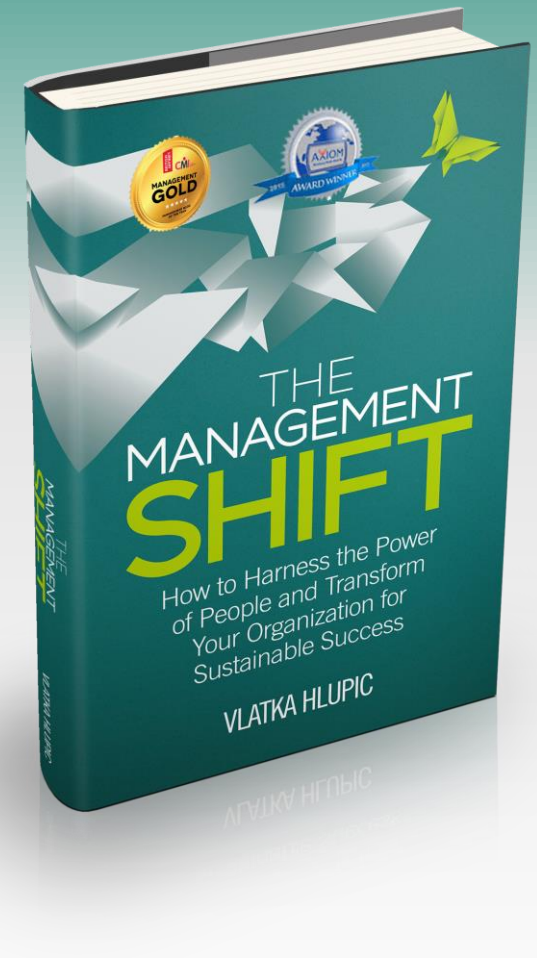
# Turn Your People's Potential into Results with the Organisational Body Scan

6 BOX LEADERSHIP

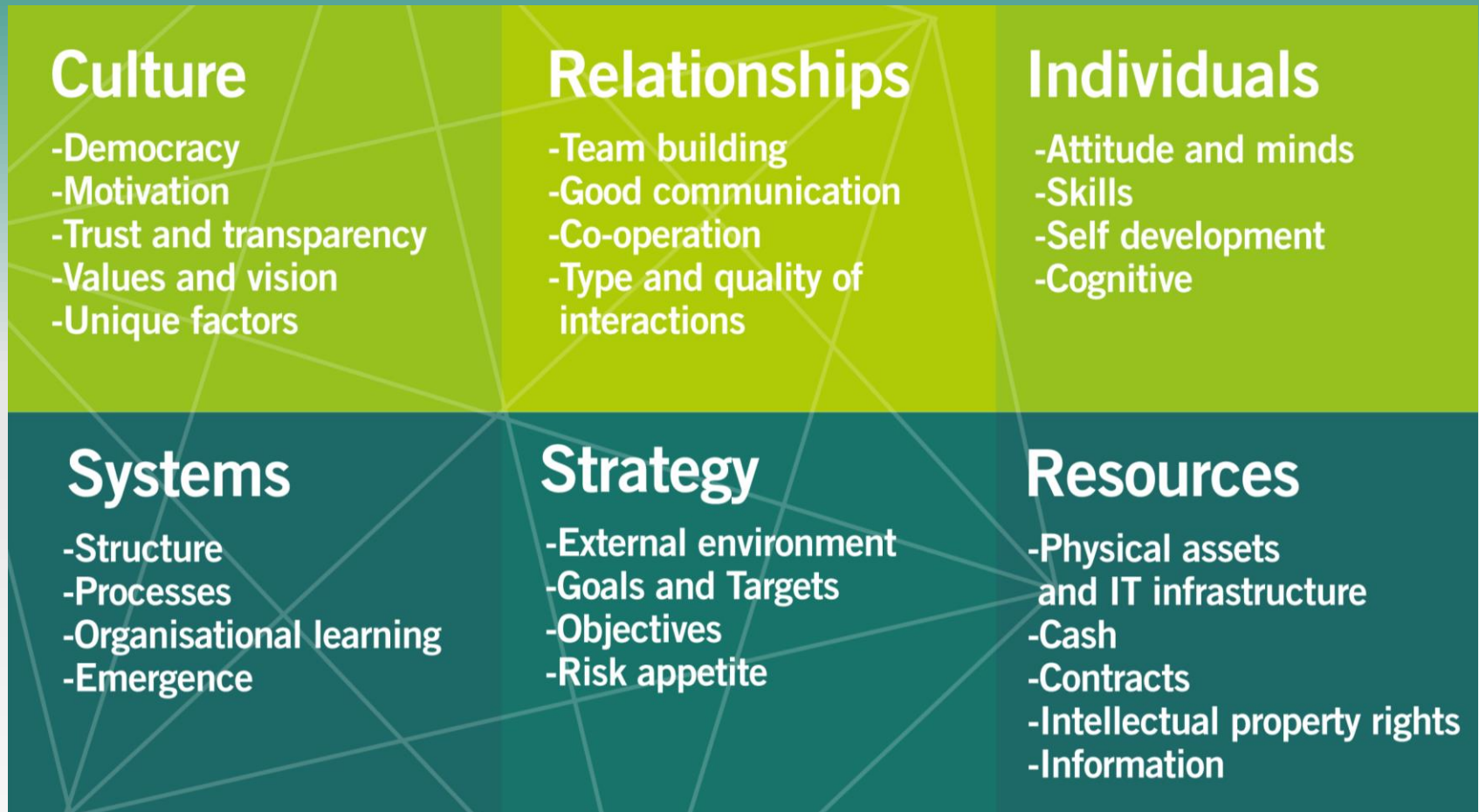


# 6 Box Leadership is Proven

- Research was conducted for over 20 years by Professor Vlatka Ariaana Hlupic
- Interdisciplinary approach included more than 25 case studies, 300 interviews, incorporation of 1,000 bodies of research, survey of 88 organisations and 6,000 respondents
- Resulted in 200 published articles and the award-winning book: “The Management Shift – How to Harness the Power of People and Transform Your Organization for Sustainable Success”
- Research led to identifying 150 factors that drive value creation in organisations – leading to the development of the holistic 6 Box Leadership model and statistically validated on-line diagnostic tool tested in 23 organisations worldwide



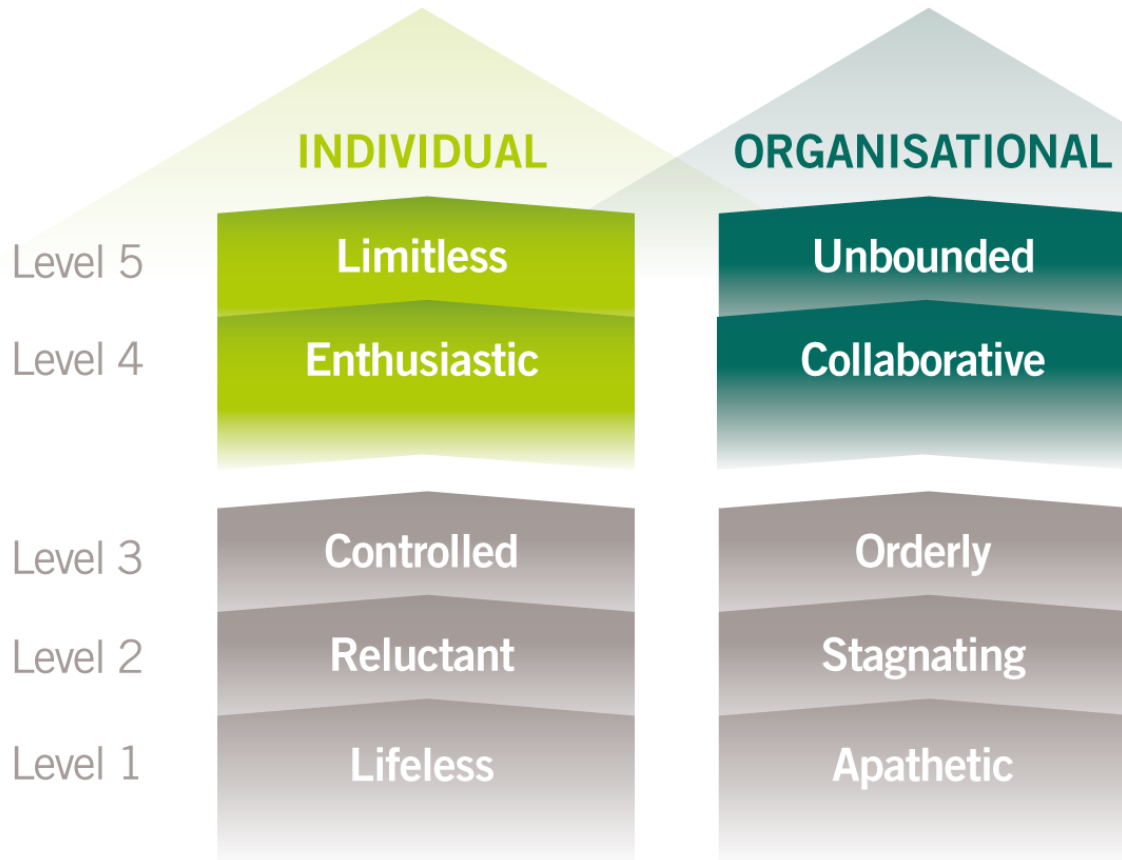
# Value Creation Through...



# Value Creation will Emerge...

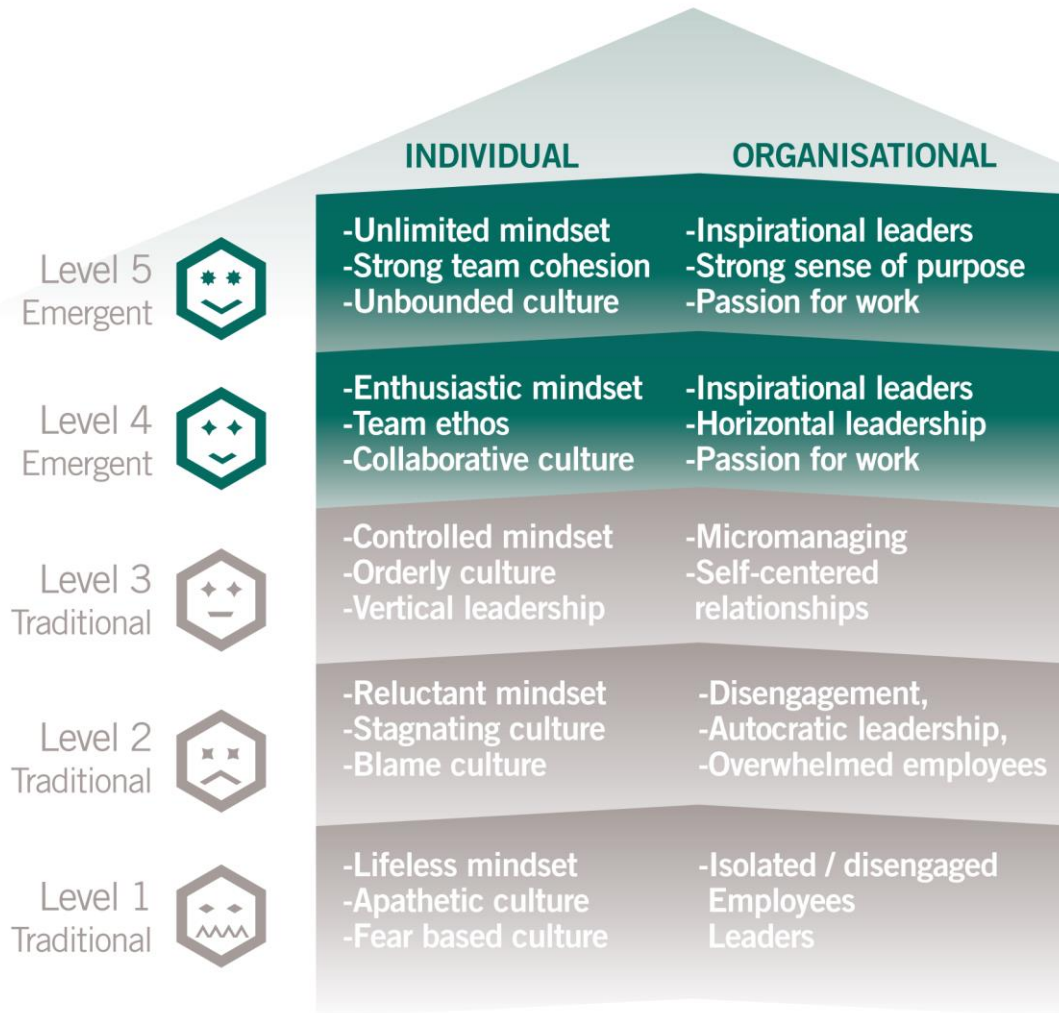
## Individually and Organisationally

### EMERGENT LEADERSHIP



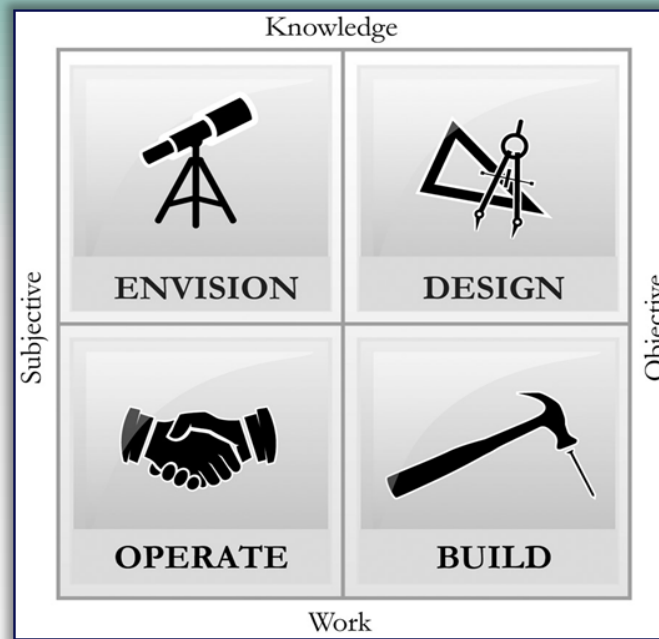
MANAGEMENT   
THE  
SHIFT

# The 5 Leadership Levels



# Additional Organisational Analysis:

6 Box Leadership Survey Mapped to:  
Reinvention: Envision-Design-Build-Operate



Source: Bergstrand J. (2009) *Reinvent Your Enterprise*

# This Analysis Will Help You to:

- Discover organisational strengths and weaknesses in four key knowledge work productivity areas: Envision, Design, Build and Operate
- Utilise strengths and remove hindrances to knowledge work productivity and project acceleration activities
- Achieve better results with less effort in a shorter timeframe



# Additional Organisational Analysis:

## Option 2

6 Box Leadership Survey Mapped to:  
Key Peter Drucker Principles

Productive organisation / decentralisation

Respect of workers / employees as assets

Knowledge work productivity

The imperative of community

Focus on serving customers

Responsibility for the common good

Focusing on core competencies / properly executing business processes

Management by balancing a variety of needs and goals



# This Analysis Will Help You to:

- Discover and compare your organisation to key Peter Drucker principles
- Utilise your strongest areas and address hindrances according to key Peter Drucker principles
- Implement socially responsible management practices
- Promote effective management and responsible leadership
- Increase productivity, engagement and innovation in your organisation

# Additional Organisational Analysis:

## Option 3

### 6 Box Leadership Survey Mapped to: Management 2.0 Principles

Openness	Autonomy
Community	Serendipity
Meritocracy	Decentralization
Activism	Experimentation
Collaboration	Speed
Meeting	Trust

Source: MIX Management 2.0 Hackathon –  
<http://www.managementexchange.com/m20-principles>

# This Analysis Will Help You to:

- Discover and compare your management style to principles of Management 2.0
- Utilise your strongest and address the hindrance areas according to Management 2.0 principles
- Implement strategies to move away from Management 1.0 toward 2.0
- Increase productivity, engagement and innovation in your organisation

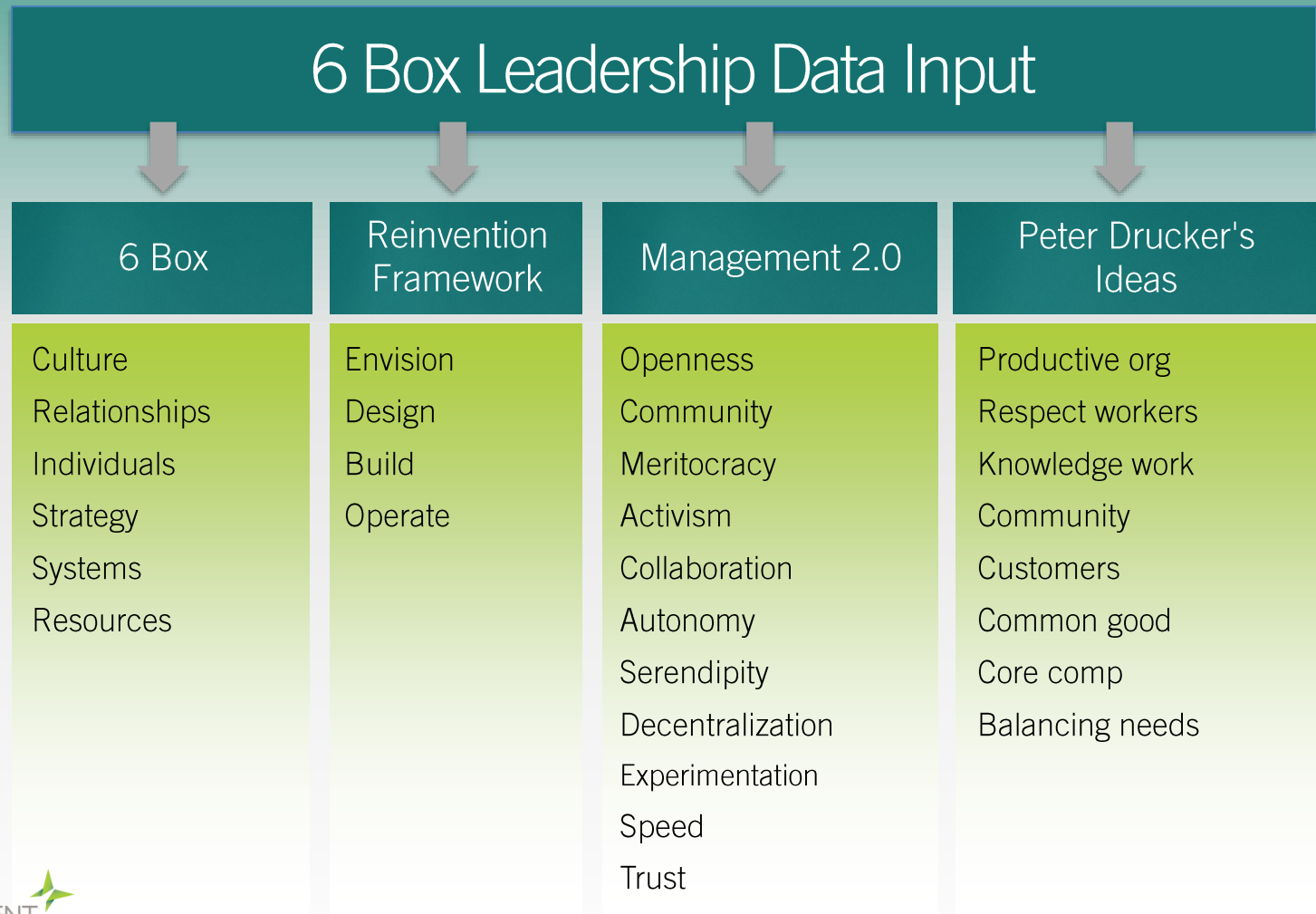
# 6 Box Leadership Data Input Example

## 6 Box Leadership - Questionnaire

CULTURE Section 1 of 6	Strongly Disagree ↓	Disagree ↓	Slightly Disagree ↓	Slightly Agree ↓	Agree ↓	Strongly Agree ↓	Not Applicable ↓	Don't Understand ↓	Optional Comments ↓
1 - Employees are motivated to do their best at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
2 - Employees are stressed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
3 - Employees are overworked	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
4 - Our organisation has a caring ethos	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
5 - Innovation is part of our culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
6 - Our culture has a sense of purpose	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
7 - Trial and error is part of our culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
8 - An internal sense of community spirit is part of our culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
9 - Environmental responsibility is part of our culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
10 - Giving back to the community is part of our culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
<div>↑</div> <p>SAMPLE QUESTIONS</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
CULTURE Section 1 of 6	Strongly Disagree ↑	Disagree ↑	Slightly Disagree ↑	Slightly Agree ↑	Agree ↑	Strongly Agree ↑	Not Applicable ↑	Don't Understand ↑	Next -->>

# 6 Box Leadership Aggregate

## Creating four perspectives

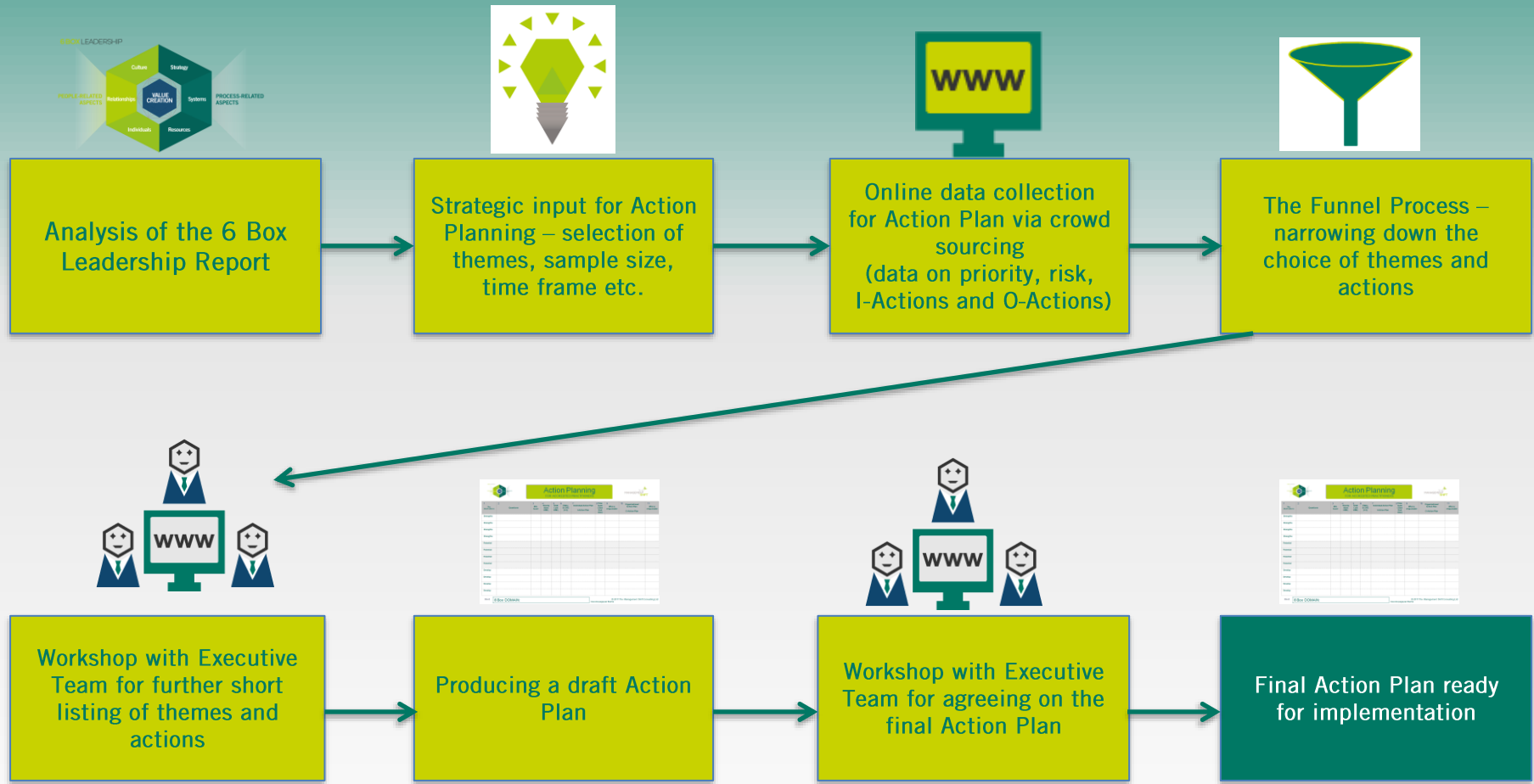


# Multifaceted diagnostic tool

6 Box	How productive we are?	How emergent is our leadership?	Are we delivering our purpose?
Culture 76%	Envision 78%	Openness	Productive org 66%
Relationships 81%	Design 76%	Community	Respect workers 80%
Individuals 82%	Build 79%	Meritocracy	Knowledge work 81%
Strategy 75%	Operate 79%	Activism	Community 85%
Systems 79%		Collaboration	Customers 87%
Resources 75%		Autonomy	Common good 81%
		Serendipity	Core comp 78%
		Decentralization	Balancing needs 75%
		Experimentation	
		Speed	
		Trust	

# Additional functionality: Collaborative cloud-based platform for Action Planning

# Action Plan Development: The Process Example





# The 6 Box Leadership Diagnostic Cycle: Action Planning



# Additional functionality: Automated analysis of qualitative data (comments)

# Word Cloud results from participants

## Qualitative data\*



# Standard or Bespoke Reports

# THE MANAGEMENT SHIFT

The 6 Box Leadership Survey

Output for Good Company

The 6 Box Leadership - Page 1/27 - (C) 2015 The Management Shift

## Key information about Good Company

Company / Department: **Good Company**  
Structure: **Main Company**  
Industry Classification: **Banking**  
Owner(s): **Peter Blue Vlatka Hlupic**  
Employees Invited: **8**  
Completed Data Records: **7**  
Tracking Code: **12345**

The 6 Box Leadership - Page 4/27 - (C) 2015 The Management Shift

## Headline Results

Culture	63%
Relationships	55%
Individuals	51%
Strategy	53%
Systems	41%
Resources	40%

Average Score: 50%



## KEY STRENGTHS

Question	Score
Giving back to the community is part of our culture	83%
Employee's values are aligned with the organisation's values	80%
Senior management determine the culture	75%
Accountability is part of our culture	75%
Our culture has a sense of purpose	70%

## KEY DEVELOPMENTAL OPPORTUNITIES

Question	Score
Trust is part of our culture	50%
Employees are motivated to do their best at work	55%
Ethical behaviour is part of our culture	55%
Democracy is part of our culture	55%
Employees are overworked	55%

# The Organisational Shift Programme: Implementation Phases



Individual Shift  
Programme for the  
team or The CEO  
Shift Programme for  
the CEO

Detailed individual and  
organisational Action Plan for 12-  
months co-developed with key  
stakeholders to leverage key  
strengths and address  
developmental opportunities

**Phase 0**  
Preparing for  
change

**Phase 1**  
Data collection, and analysis  
using the 6 Box Leadership  
diagnostics

**Phase 2**  
Developing one-year  
Action Plan

**Phase 3**  
Implementing Action Plan  
and re-assessment

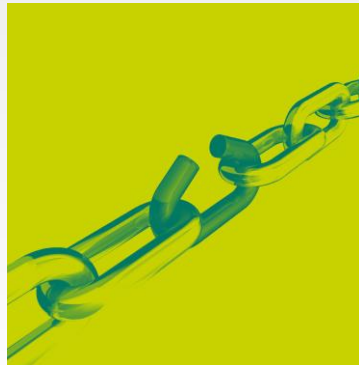
Developing desired destination  
for the future, data collection,  
diagnosis, analysis, report and  
key recommendations

Implementing the Action Plan  
to turn people's potential into  
organisational results and  
maintaining sustainable  
management shift, monitoring  
the impact, repeating  
diagnosis **12-18 months  
after the start of  
implementation**

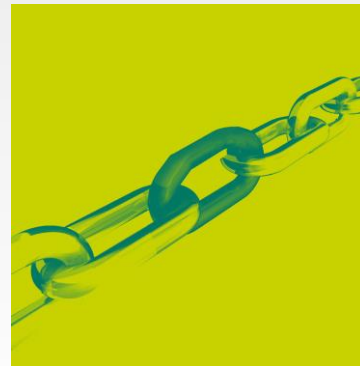
# The power of The Organisational Shift

- Discovers the weak links in a chain
- Provides a snapshot of truth
- Measuring immeasurable
- Making complex simple
- Fixes the weak links in a chain
- Drives action based on data
- Drives organisational transformation

FROM:



TO:



# The Lighthouse for Organisational Transformation





The 6 Box Leadership diagnostic tool is also known as:

Organisational body scan / MRI

Balanced Scorecard 2.0

Employee Engagement tool 2.0

“Twinkle meter”

Risk thermometer

Due diligence tool for VCs

Bespoke training development tool

Mirror for an organisation

Tool for laser focused analysis

# 12 application areas for 6 Box Leadership diagnostics



# Programme Creator



**Professor  
Vlatka Ariaana Hlupic**



Professor Vlatka Ariaana Hlupic is one of the world's Most Influential HR Thinkers, an international award-winning thought leader on leadership, an activist for humanising management, and an author of a ground-breaking book 'The Management Shift - How to Harness the Power of People and Transform Your Organization for Sustainable Success' (Palgrave Macmillan, 2014), which was listed by Forbes as one of the top eight business books in 2014. Driven by her passion and purpose to make this world a better place, she is creating a global impact with her work, helping thousands of leaders and organisations worldwide to shift to a higher level of performance and profit whilst creating more engaging, purposeful and happier workplaces that do well by doing good.

She is Professor of Leadership and Management at Hult Ashridge Executive Education, Visiting Professor in the Department of Organizational Psychology at Birkbeck, University of London, former Visiting Faculty at Cass Business School - City University of London, and Visiting Faculty at the University of the Arts London, a former Adjunct Faculty at London Business School, a consultant for Said Business School, and former Professor of Business and Management at the University of Westminster. She is an Honorary President at the Academy of Executive Coaching. She is also a global faculty member of FT/IE Headspring Executive Education and a Global Thought Leader at ICG Group. She is also a founder and Chief Executive Officer of Management Shift Solutions Limited, a leading-edge coaching, consulting and training organisation. She received a PhD in Information Systems at the London School of Economics, as well as a BSc (Hon) in Economics and an MSc in Information Systems from the University of Zagreb. She was voted one of the Most Influential HR Thinkers in the world in 2015, 2016, 2017, 2018 and 2019 by HR Magazine and has won the Croatian Woman of Influence Award as well as an Honorary Award from the Leadership Awards in 2016.

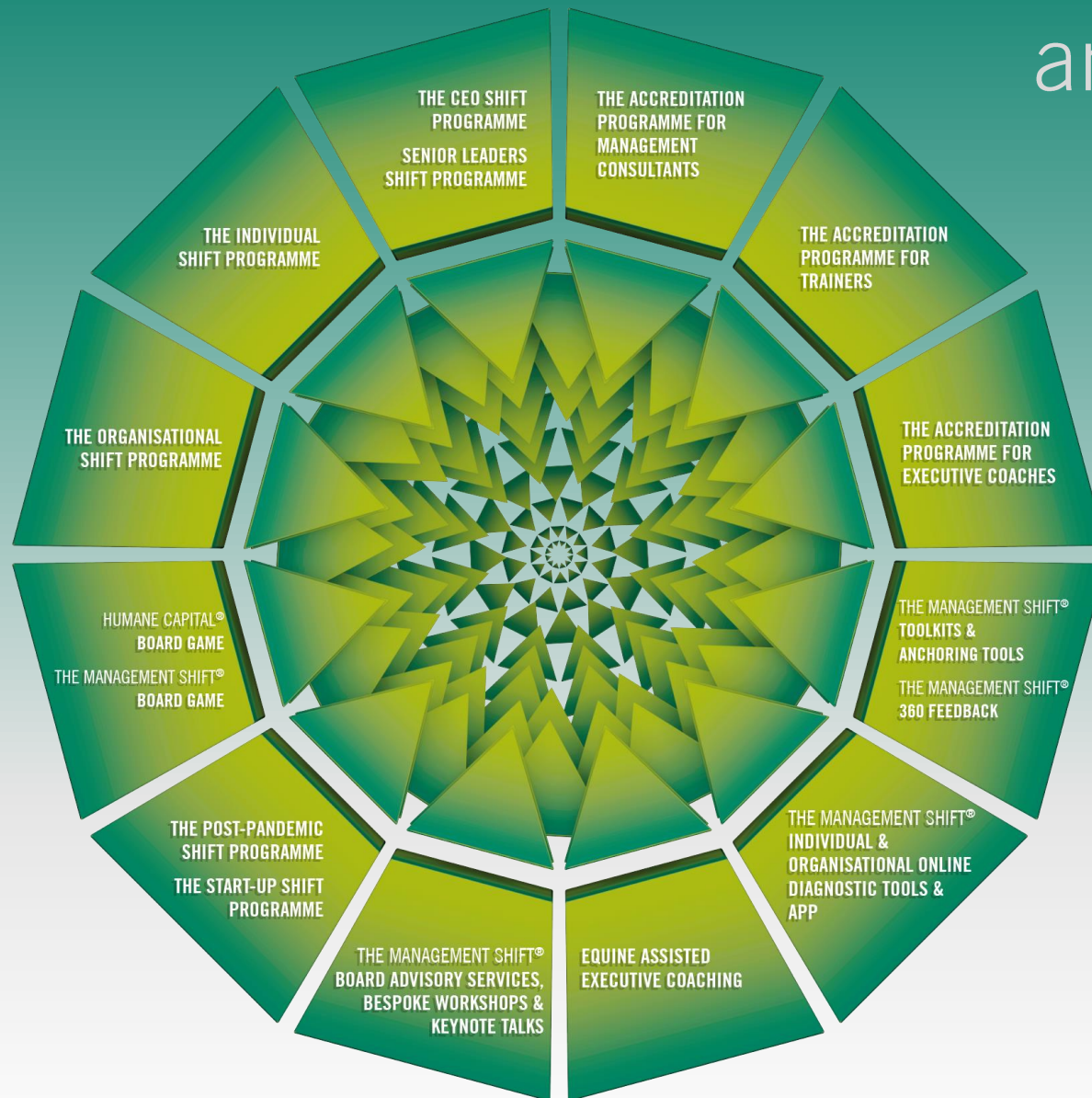
Vlatka is the winner of the CMI Management Articles of the Year Award 2015 and the winner of the Axiom Business Books Award (silver medal in the 'Leadership' category). She has been nominated for the Thinkers50 list and 'Ideas to practice' Award. Her book has been shortlisted for the CMI Management Book of the Year Award and it has been nominated for the FT & McKinsey Business Book of the Year Award. Her latest book 'Humane Capital - How to Create a Management Shift to Transform Performance and Profit' (Bloomsbury Publishing, 2018) has been chosen as one of the top 5 business books in 2018 by HR Magazine and the Foreword was written by His Holiness the Dalai Lama.

As a renowned professional keynote and TEDx speaker, she regularly presents at major business events worldwide, including events at the Houses of Parliament, European Commission, Home Office, Global Peter Drucker Forum, the Economist and Financial Times. She has published more than 300 academic and practitioner articles, including the award winning 'To be a Better Leader, Give up Authority', Harvard Business Review, December 2009. She writes as a regular contributor on leadership for Forbes.

Vlatka is also an executive coach, management consultant and Board adviser, helping leaders and organisations worldwide to substantially improve performance, engagement, innovation and profit. She has advised major international organisations including the House of Commons, GlaxoSmithKline, BP, FTSE100 retail company, The National Health Service, Learndirect, Brand Velocity USA, the Drucker Institute USA, the Croatian Government and the Hungarian National Bank. For her coaching and consulting engagements, Vlatka uses her research-based and empirically validated tools described in 'The Management Shift' book, helping leaders and organisations worldwide to shift to the new level of working and success.

# Creating ripples

# All Services and Tools



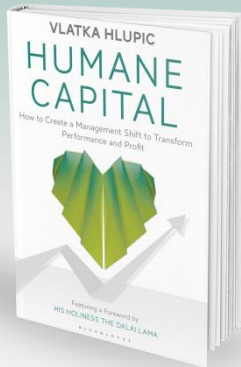
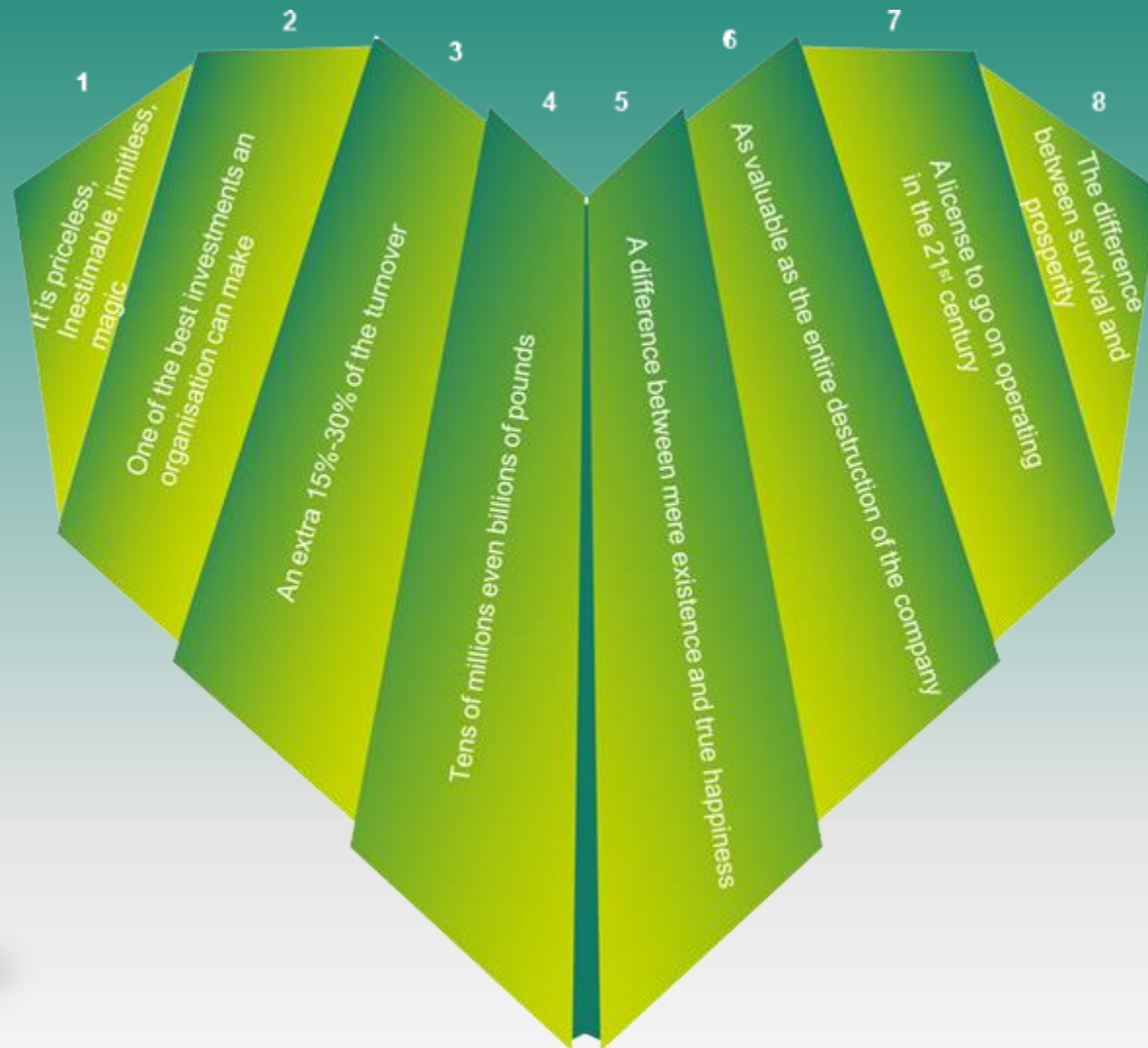
# What do others have to say?

*I definitely recommend The Management Shift® to others. It provides an insightful and practical approach for personal and organizational transformation. Better than that, it provides the tools needed to sustain it. Every organization in a changing environment can benefit from the Management Shift. In short, that's every company.*

**Jack Bergstrand, CEO Brand Velocity,  
Former CIO and CFO for Coca Cola**



# HUMANE CAPITAL RESEARCH: THE VALUE OF THE BIG SHIFT TO LEVEL 4



# The Management Shift® Awards



Axiom Business Books Award  
2015: silver medal in the  
“Leadership” category



Shortlisted for the CMI  
Management Book of  
the Year Award



TMS selected as one of the top eight  
management books in 2014



Nominated for the  
Thinkers50 Guru  
Radar and “Ideas to  
practice” Award



Winner of the Croatian  
Women of Influence  
Award 2016



Winner of the Honorary  
Award From the  
Leadership Awards 2016



Voted one of the Most  
Influential International  
HR Thinkers 2016



Winner of the CMI  
Management Articles  
of the Year Award 2015



Nominated for the FT  
& McKinsey  
Business Book Award



Voted one of the  
Most Influential  
International HR  
Thinkers 2015



Voted one  
of the Most Influential  
International HR  
Thinkers 2017

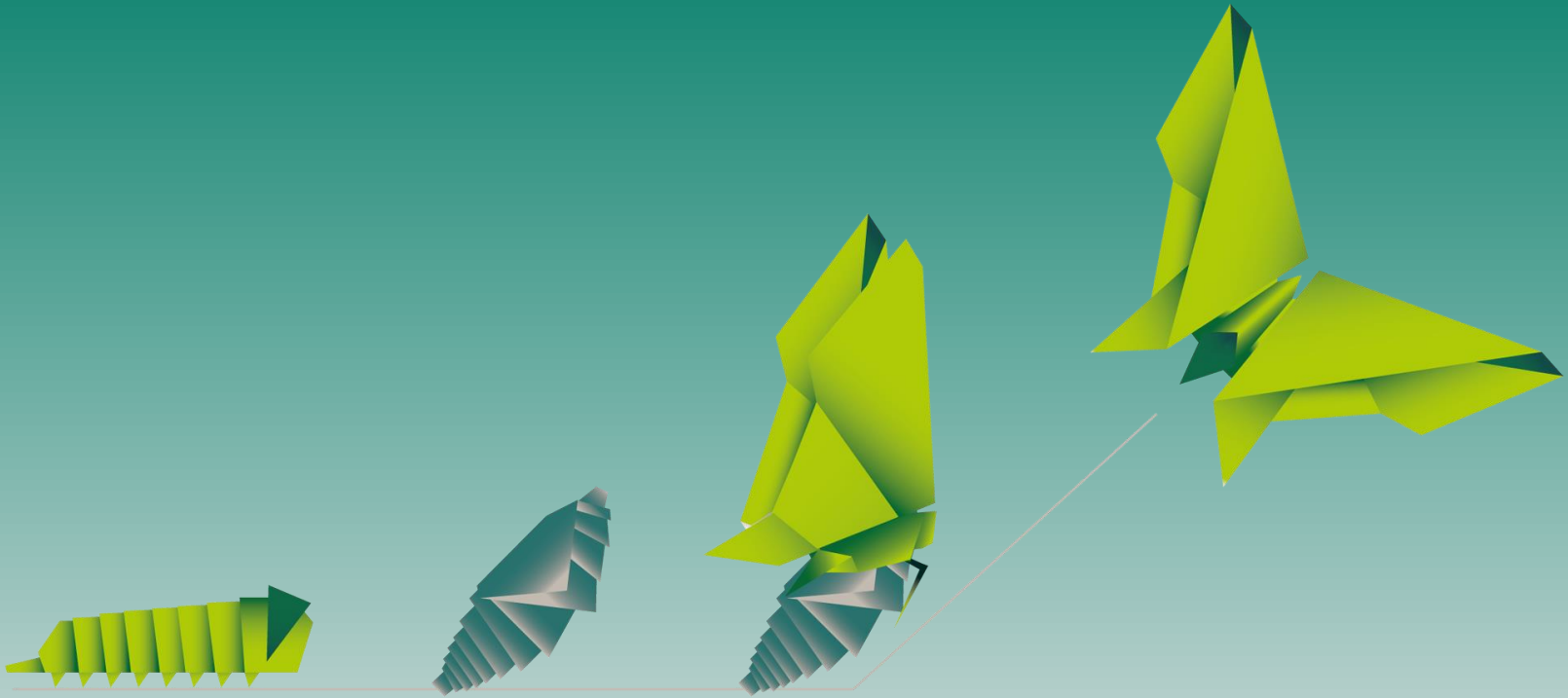


Voted one of the Most Influential  
International HR Thinkers 2018



Voted one of the  
Most Influential  
International HR  
Thinkers 2019





info@themanagementshiftspace.com  
www.managementshiftsolutions.com





“Action without Philosophy is a lethal weapon;  
Philosophy without action is worthless”

SOICHIRO HONDA

**6 BOX**  
LEADERSHIP  
Puts philosophy into action