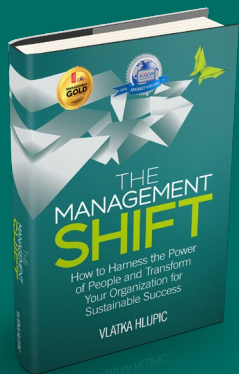
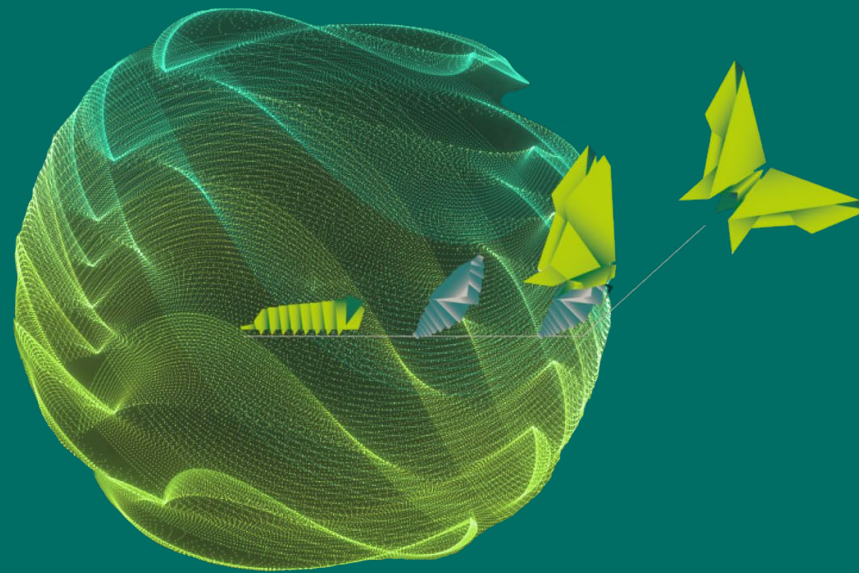




THE ORGANISATIONAL SHIFT PROGRAMME

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



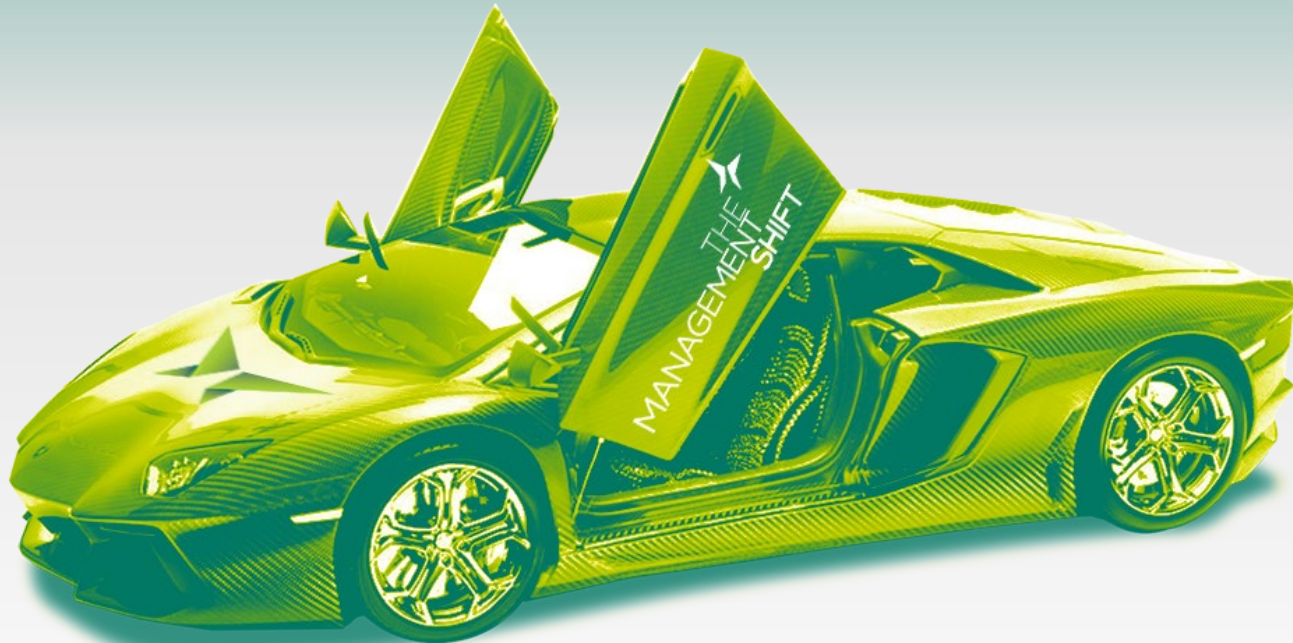
THE MANAGEMENT SHIFT IS THE 'HOW' OF THE BIG SHIFT

Transforming outdated leadership approaches to humane approaches for prosperity and fulfilment using evidence-based tools and processes

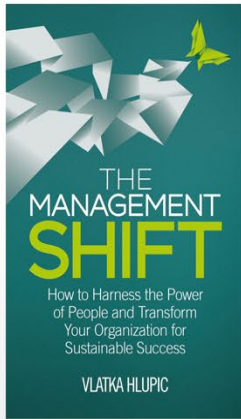
What is The Management Shift® ?

“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

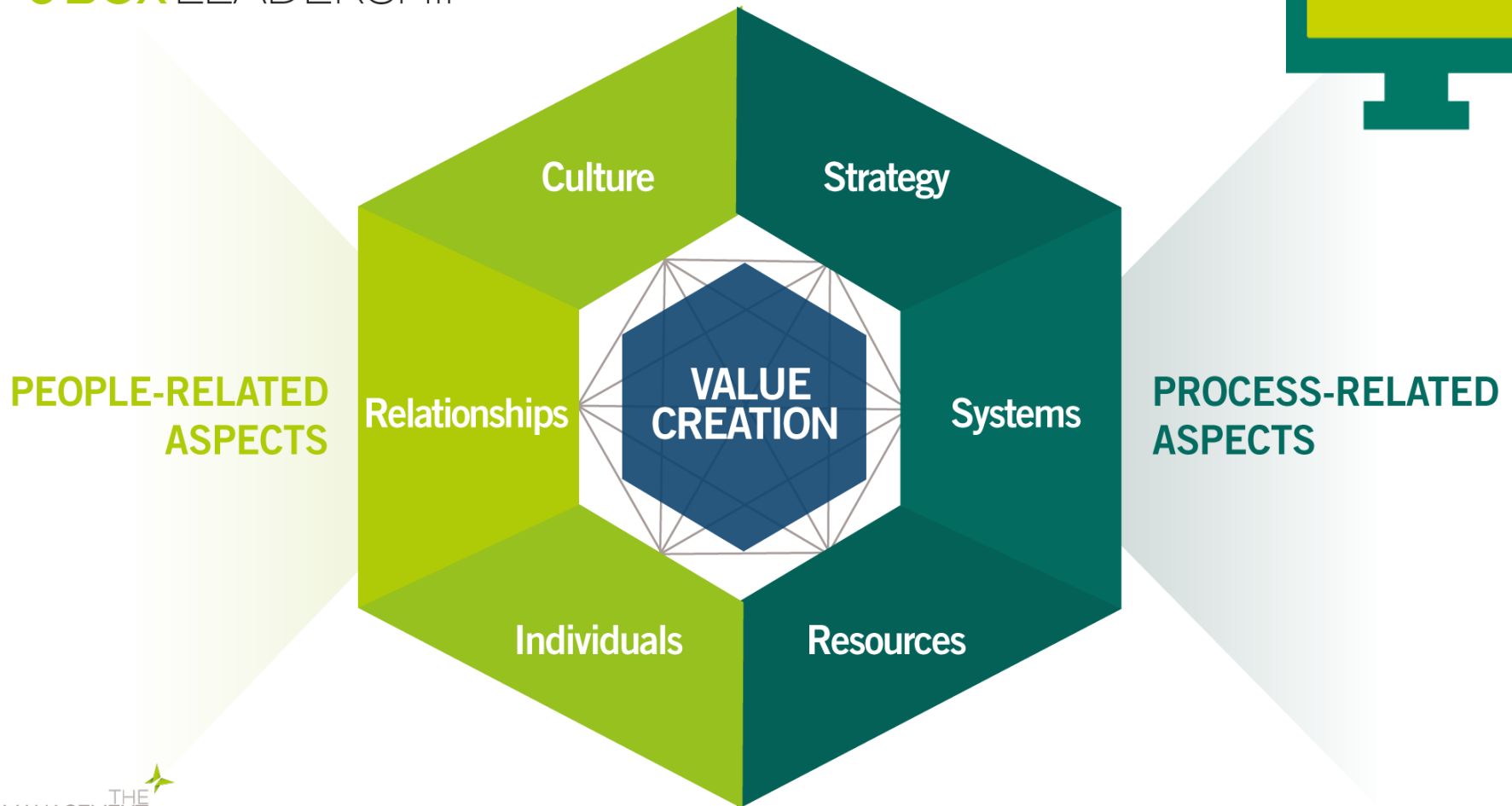
- Get a snapshot of truth using our evidence-based and empirically proven tools
- Sustainably improve results
- Discover hidden areas of strengths in your organisation
- Discover hidden dependencies and blockages to organisational performance
- Improve innovation and personal engagement
- Uncover strengths 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

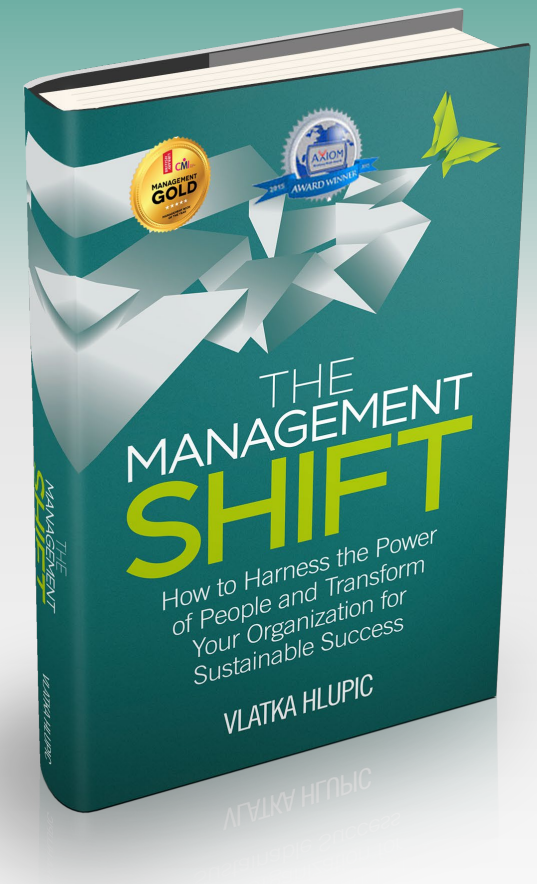
Turn Your People's Potential into Results with the Organisational Body Scan

6 BOX LEADERSHIP



6 Box Leadership is Proven

- Research was conducted for over 20 years by Professor Vlatka 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...

Culture

- Democracy
- Motivation
- Trust and transparency
- Values and vision
- Unique factors

Relationships

- Team building
- Good communication
- Co-operation
- Type and quality of interactions

Individuals

- Attitude and minds
- Skills
- Self development
- Cognitive

Systems

- Structure
- Processes
- Organisational learning
- Emergence

Strategy

- External environment
- Goals and Targets
- Objectives
- Risk appetite

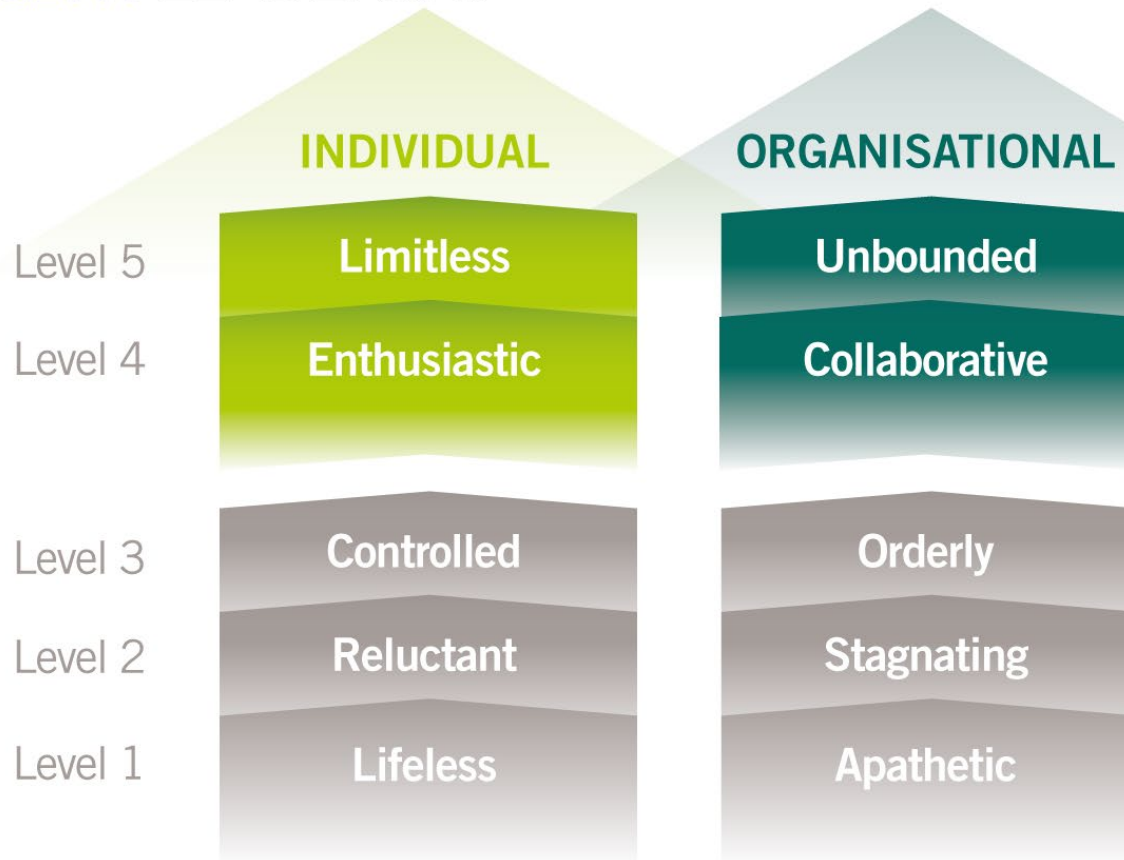
Resources

- Physical assets and IT infrastructure
- Cash
- Contracts
- Intellectual property rights
- Information

Value Creation will Emerge...

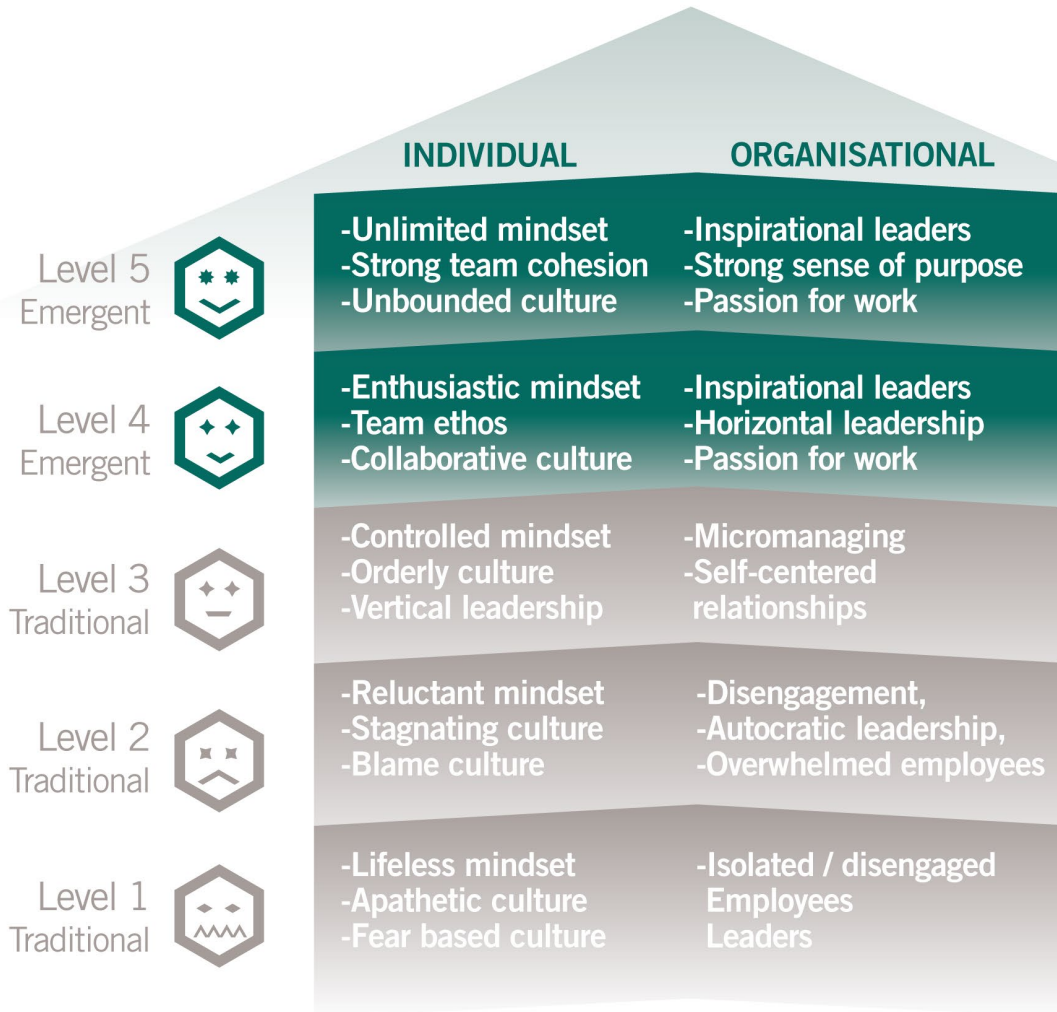
Individually and Organisationally

EMERGENT LEADERSHIP



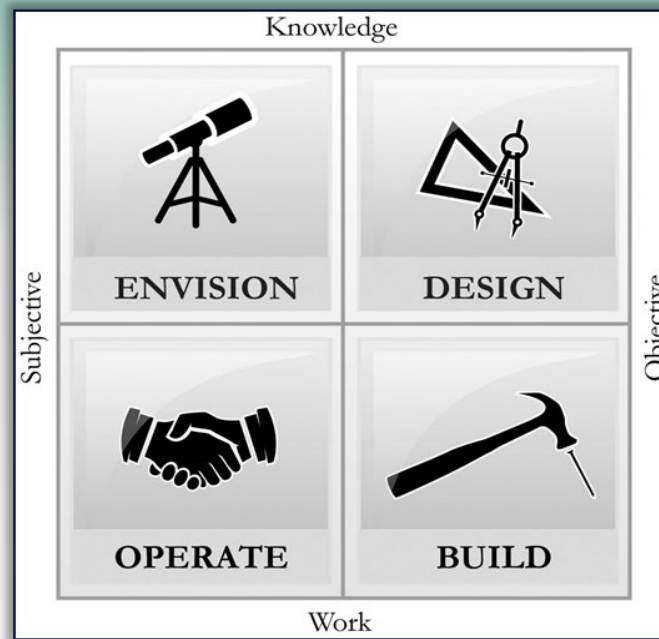
THE
MANAGEMENT
SHIFT

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

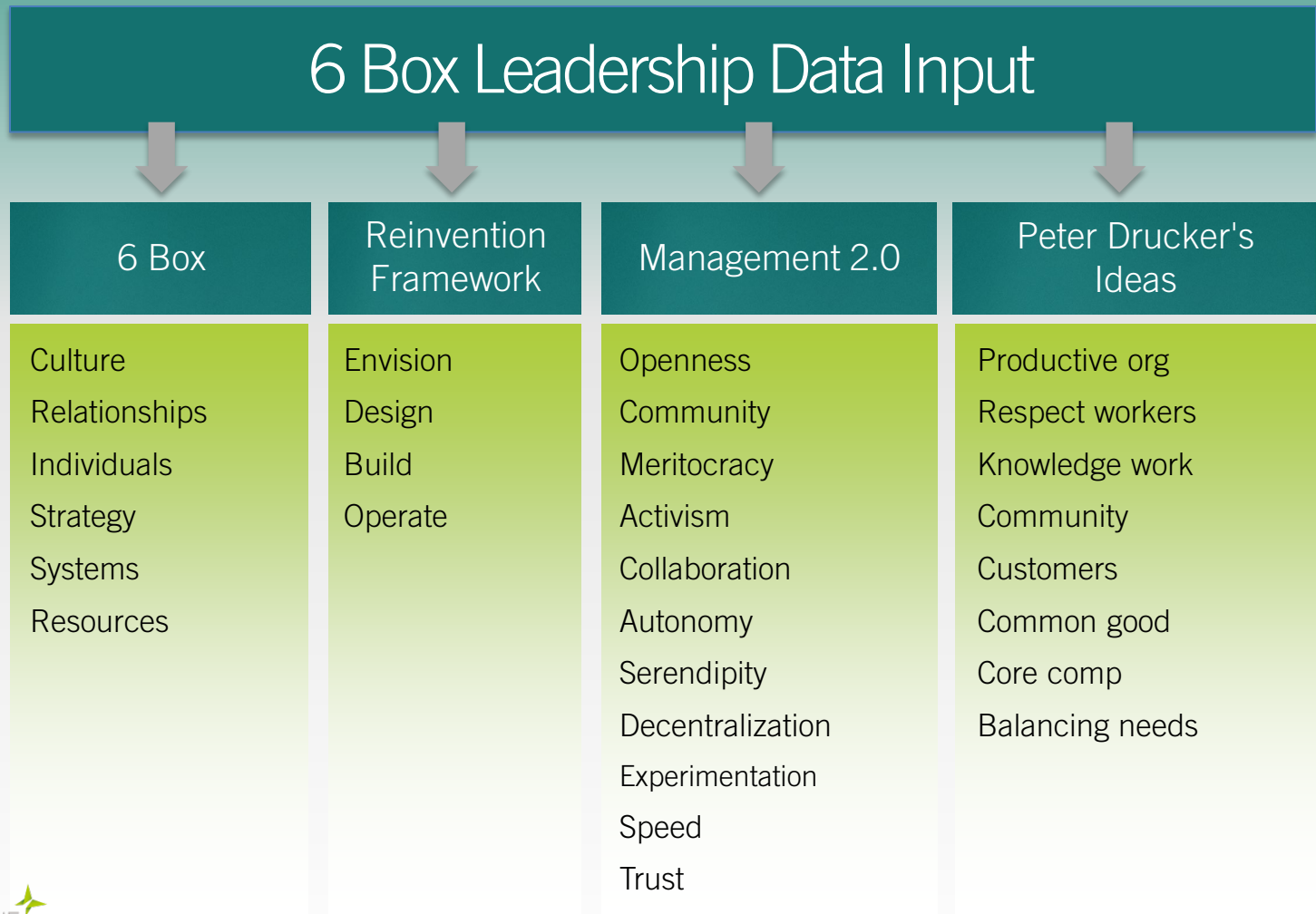
6 Box Leadership Data Input Example

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 style="text-align: center;">  SAMPLE QUESTIONS </div>	<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"/>
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	<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 Box Leadership Aggregate

Creating four perspectives

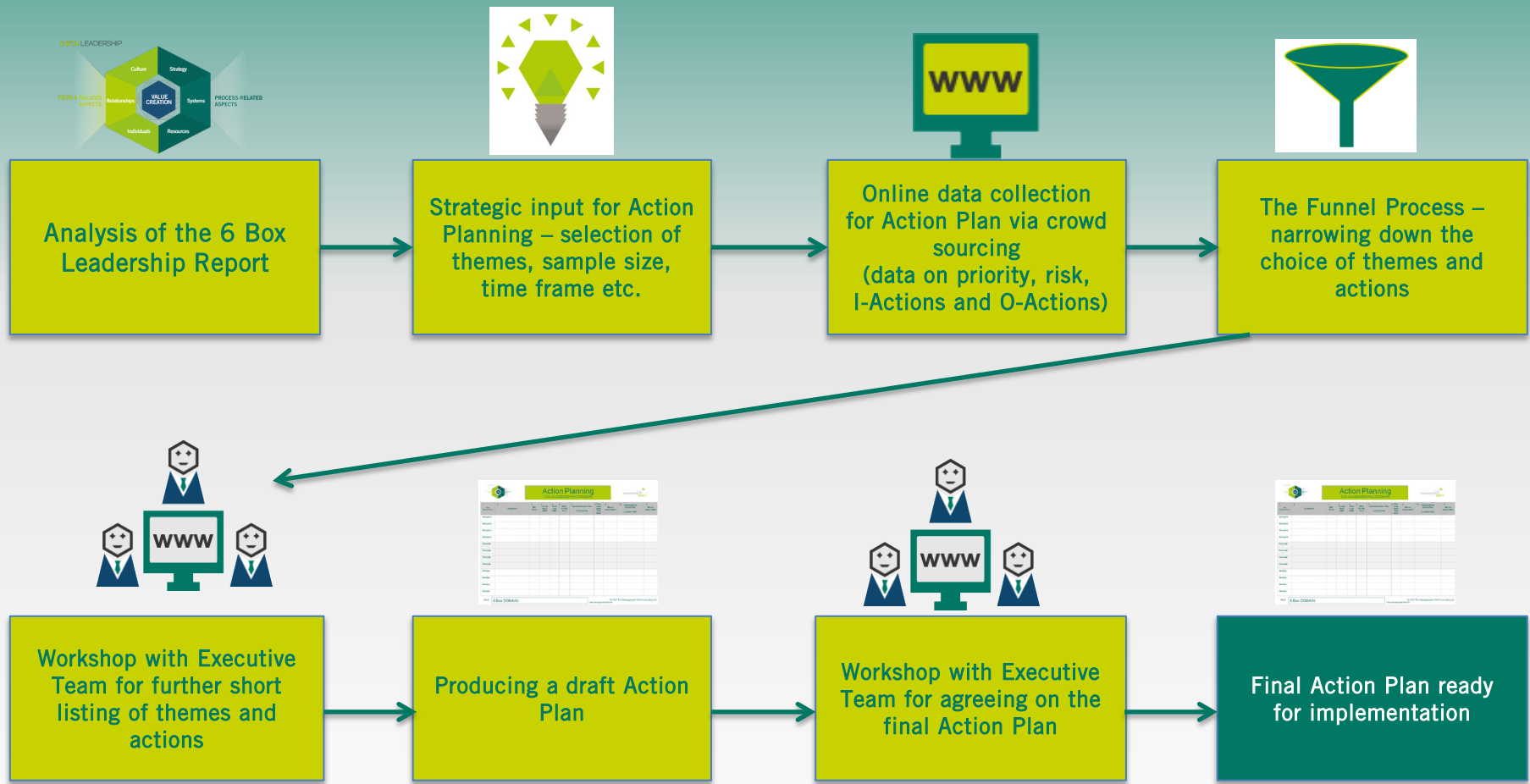


Multifaceted diagnostic tool

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*



*We use Nvivo for the Analysis

NVivo is software that supports qualitative and mixed methods research

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

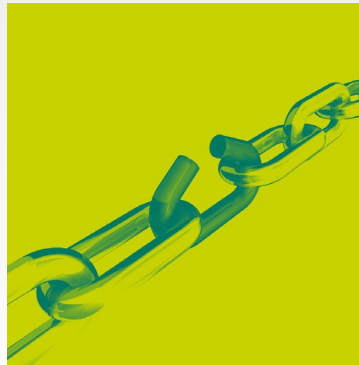
Developing desired destination for the future, data collection, diagnosis, analysis, report and key recommendations

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**

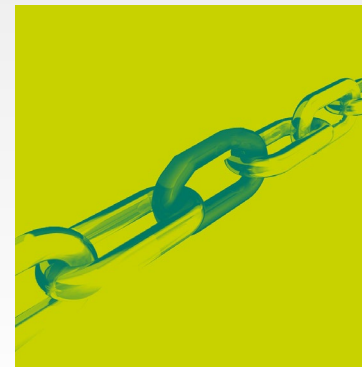
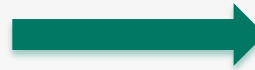
The power of The Organisational Shift

- 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 Hlupic

Professor Vlatka Hlupic has been voted one of the world's HR Most Influential Thinkers 2017 - the third consecutive year that her work has been recognised in this way. The prestigious top 30 international list, in which Professor Hlupic is ranked at position 11 this year was compiled by HR Magazine and announced during a ceremony tonight at Claridges in London.

The awards were based on a combination of nominations from HR Directors and practitioners for the work that had inspired and had the most impact on how they approach their role; research conducted by Ashridge Business School, and input from an expert panel of executive head-hunters and HR Directors. The nominated candidates were judged according to the practical relevance and commercial impact of their work; visibility and sharing of their ideas; significance of published works; degree of challenge and originality of ideas, and level of personal influence in the past year. The 30 winners included practitioners and academics from some of the world's leading universities, business and management schools.

Vlatka is Professor of Business and Management at the University of Westminster, CEO of The Management Shift Consulting Ltd, Founder and CEO of the Drucker Society London and author of "*The Management Shift: How to Harness the Power of People and Transform Your Organization for Sustainable Success*", an award-winning best-seller and one of Forbes' top eight business books 2014.

Her book advocates a new way of thinking and working to meet the needs of today's technology-driven, knowledge-based businesses and shows how the future of work can be implemented today. It combines theory and practice in demonstrating how companies can make changes in their leadership styles to improve employee engagement and performance, remove barriers to innovation and uncover the hidden strengths in people and their organisations.

Vlatka is also a renowned professional keynote and TEDx speaker and has appeared on 50 public platforms in since 2015. She has published over 200 articles in journals, business publications, books and conference proceedings, and has won several awards for her contributions. She is also an associate editor, guest editor and a member of editorial boards for a number of international journals, and her expert comments have appeared in many business publications and newspapers.

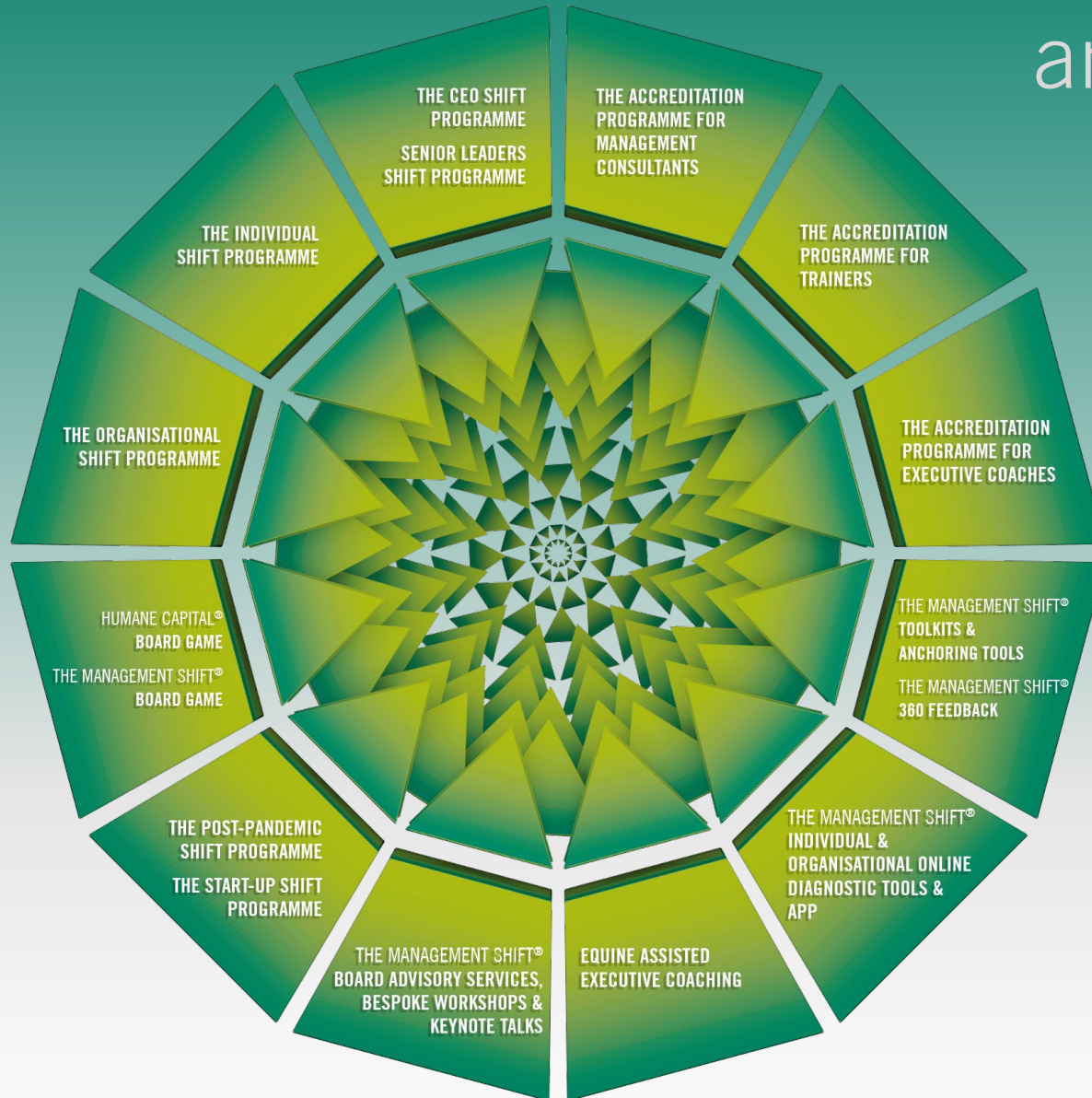
"What I have seen in many companies are over-controlling management styles and systems that employees find stifling and demotivating. Companies need a better understanding of human psychology and motivation. I call it humanising management - treating people with respect and distributing power and decision-making. The results, in terms of performance and success, can be astonishing. This is why I wrote my book, *The Management Shift*."

Through her consultancy, The Management Shift Consulting Ltd, Vlatka and her team are helping various organisations in the public and private sectors to shift their performance to a higher level, using the tools and methods she developed over more than 20 years of her academic and consulting career.



Creating ripples

All Services and Tools

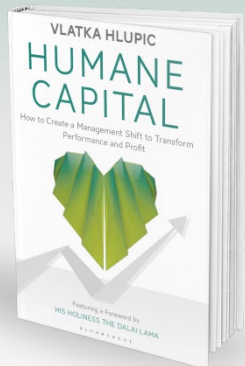


What do others have to say?

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



Winner of the CMI Management Articles of the Year Award 2015



Voted one of the Most Influential International HR Thinkers 2017



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



Nominated for the Thinkers50 Guru Radar and "Ideas to practice" Award



Voted one of the Most Influential International HR Thinkers 2016



Nominated for the FT & McKinsey Business Book Award



Voted one of the Most Influential International HR Thinkers 2018



Winner of the Croatian Women of Influence Award 2016



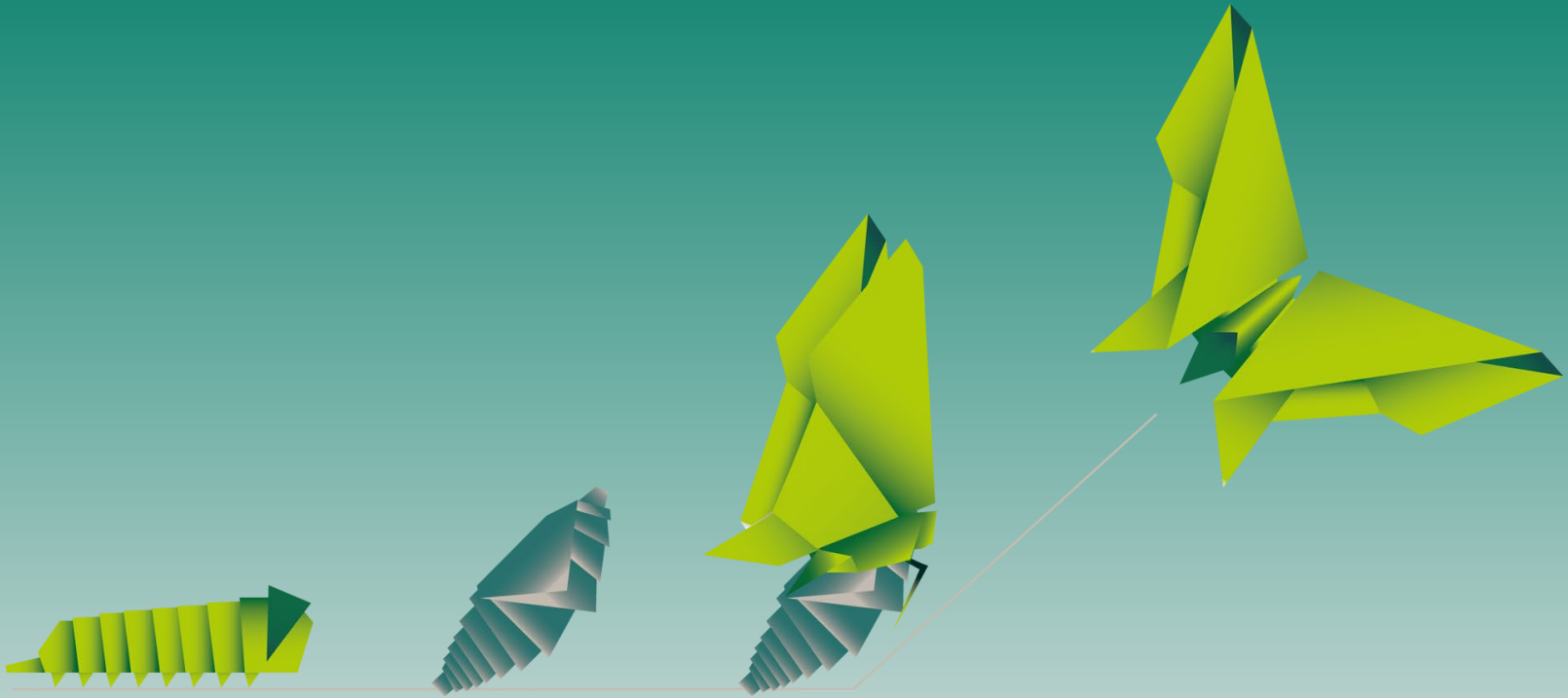
Winner of the Honorary Award From the Leadership Awards 2016



Voted one of the Most Influential International HR Thinkers 2015



Voted one of the Most Influential International HR Thinkers 2019



info@themanagementshiftspace.com
www.themanagementshiftspace.com



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

SOICHIRO HONDA

6 BOX
LEADERSHIP
Puts philosophy into action