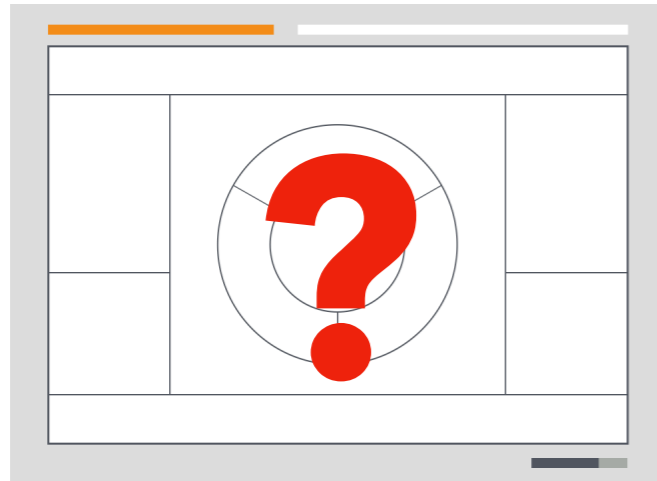


## Management Model Design

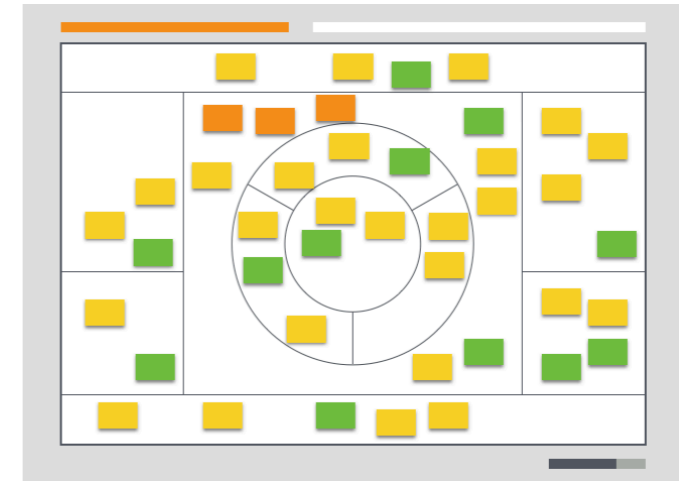
### Discovery Workshop

(1 day in person, 2x0.5 days online)

write to [info@raymondhofmann.com](mailto:info@raymondhofmann.com) for more information and to request a quote



**Map existing management model**  
**Understand performance implications**  
**Diagnose 2-3 specific challenges**



#### Why

The management model is one of the **most critical factors impacting an organisation's performance**. It describes how an organisation deploys the social technology we call management to make the organisation function. Every organisation has a management model. But most are **not explicitly designed and not visible**. Most of these implicit models suffer from fatal flaws which severely undermine performance. And since they're invisible, it is **almost impossible to improve** them with method and direction.

#### How

All you need is **1 day** of time and a team of **2-5 people** who know your organisation well. No prior management model design experience is required. After a brief introduction to management model design, I walk you through the exercise of mapping your existing management model.

On that basis, I will provide you with a general assessment of the model. Finally, I will facilitate our joint diagnostic of 2-3 specific performance challenges you and your team bring to the workshop.

#### What

In our discovery workshop, we **make your existing management model visible**, providing the basis for assessing it.

A **general assessment** will provide valuable insights into areas of **untapped performance potential** - and how to access it.

A **specific assessment** will link 2-3 **specific performance challenges** to their **underlying causes** in the the management model. On that basis, we develop an initial set of ideas for how to remedy these causes.

#### Benefits

- Your team learns how to map an existing management model using the Management Model Canvas
- You have documented your existing management model
- You understand its general implications on performance and have developed ideas for how to remove performance barriers
- You have diagnosed 2-3 specific performance challenges and developed testable hypotheses to remedy their underlying causes