

The UIMPROVE Leadership Framework

Early thinkers

Frederick Taylor
Scientific Management

Mary Parker Follett
The Total Situation

Progressive Differings
The most essential work of the leader is to create more leaders.

Kurt Lewin
Leadership Climates:
• Authoritarian
• Democratic
• Laissez-faire

$B = f(P, E)$

Douglas McGregor
Theory X, Theory Y.
You end up with the team you create.

Motivation

Intrinsic versus extrinsic
Extrinsic gimmicks destroy intrinsic motivation.

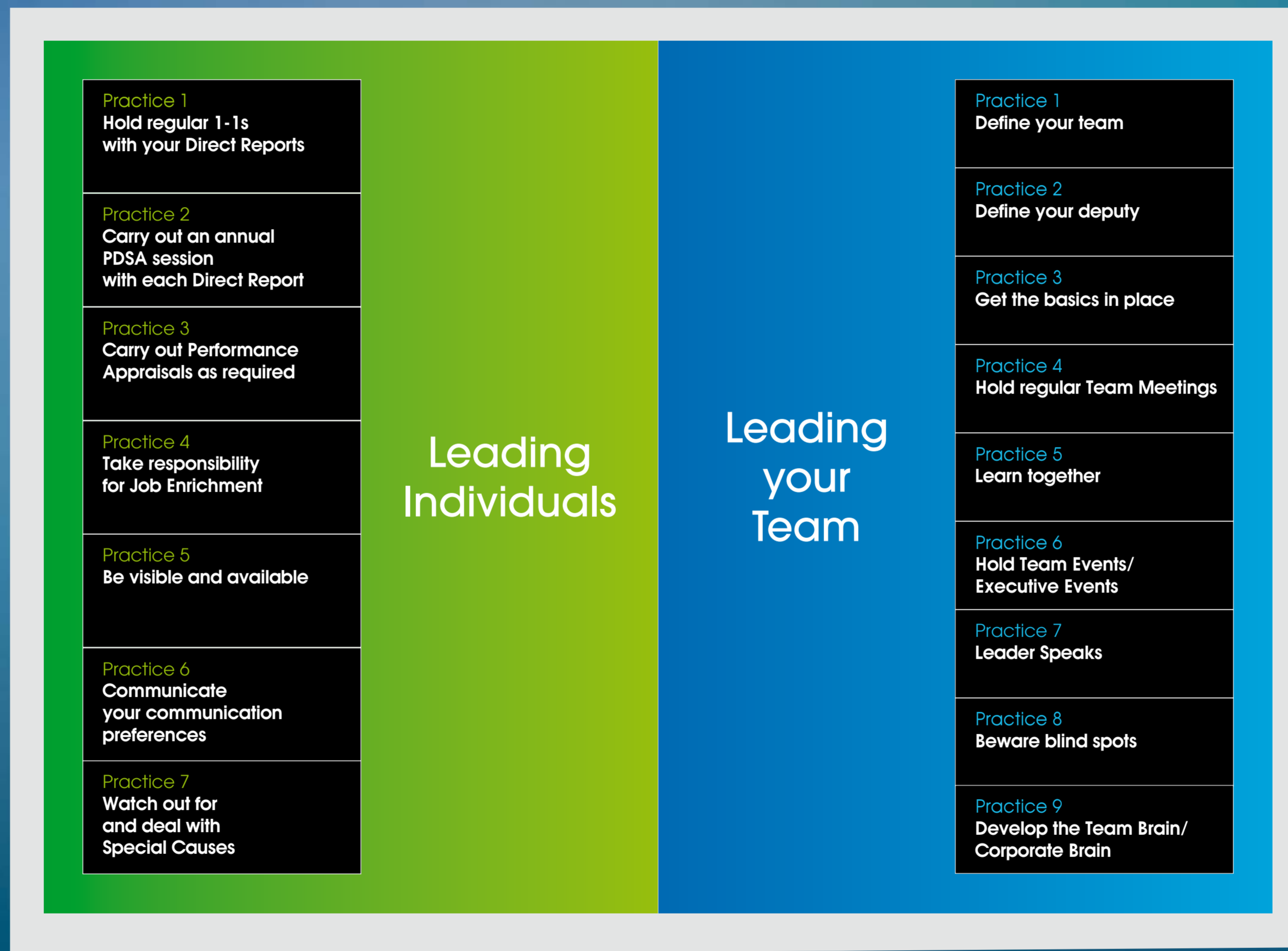
Frederick Herzberg
How do you motivate people?
You can't. Focus on satisfiers and dissatisfiers instead.

Peter Scholtes
"It's a bit like teaching a fish to sing. It won't work and, at best, you'll just annoy the fish."



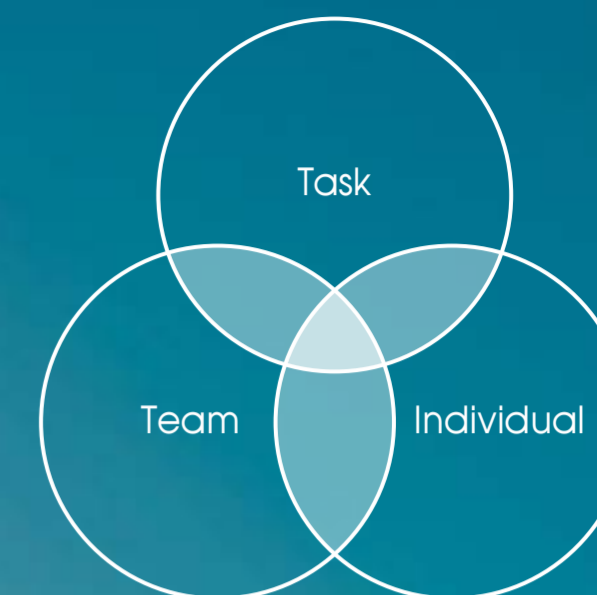
The Universal Improvement Company

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Leading through Others	Leading People in Remote Locations	Following your Boss	Working with your Peers	Leading Change	Leading Reorganisation
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Functional Leadership



Flexible Leadership

FL3 High Attention, Low Instruction	FL2 High Instruction, High Attention
FL4 Low Attention, Low Instruction	FL1 High Instruction, Low Attention

↑ Attention
→ Instruction

The Sigmoid Curve



uimprove

Systematic - Practical - Proven