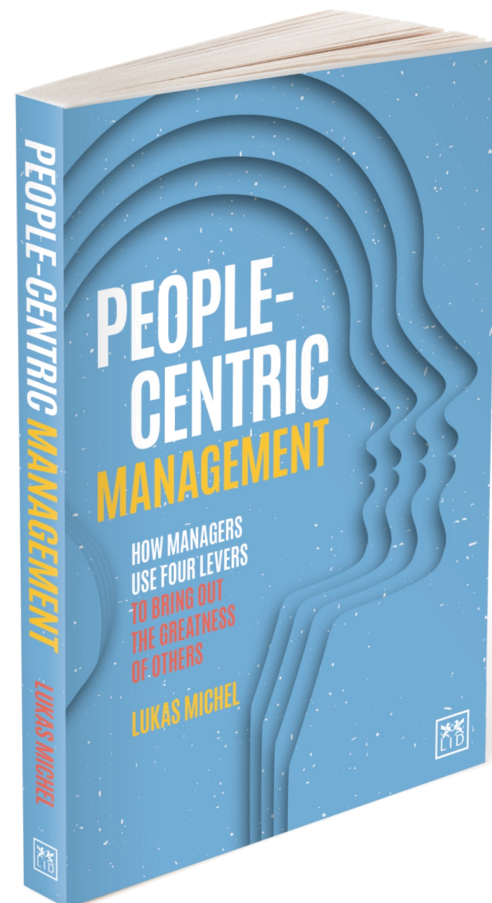




PEOPLE-CENTRIC MANAGEMENT

A short companion guide to the book by Lukas Michel.

People-Centric Management explores how managers bring out the greatness of others through four practical levers: awareness, choice, trust, and focus of attention. This companion guide introduces the book and highlights why its ideas matter for leaders, teams, and organizations.

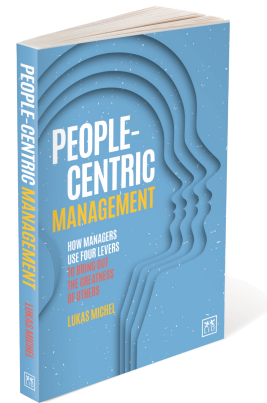


This guide is a bridge into the book. It does not replace the book. It helps readers see why People-Centric Management matters in practice.



Why this book matters

People-Centric Management reframes management as a human practice that helps people contribute, grow, and perform. Rather than relying on control alone, the book shows how managers can strengthen performance by working with the inner conditions that shape behaviour and learning.



What you will find in the book



1. A practical explanation of four levers: awareness, choice, trust, and focus of attention



2. A people-centred view of management as performance and development



3. Examples and reflections that connect leadership behaviour to everyday practice



4. A bridge between the Inner Game and the work of management



A different kind of management book

People-Centric Management does not focus first on systems or structure. It helps readers see how managerial attention and human interaction influence performance, learning, confidence, and contribution.



Who it is for

For leaders, managers, coaches, educators, consultants, and readers interested in people, management, and leadership development.

Key ideas and themes

The book links management practice to the human experience of work. Its central insight is simple: when managers shape awareness, choice, trust, and attention well, they create better conditions for performance, growth, and contribution.

Themes running through the book

- 1 AWARENESS**
People perform better when they see more clearly what is happening, what matters, and what is expected. 
- 2 CHOICE**
Managers help people move from reaction to choice by increasing clarity, ownership, and responsibility. 
- 3 TRUST**
Trust creates the conditions in which people can learn, contribute, and engage without fear. 
- 4 FOCUS OF ATTENTION**
Attention shapes behaviour. What managers notice and reinforce influences what grows. 
- 5 MANAGEMENT PRACTICE**
The book turns these ideas into practical guidance for everyday leadership and management. 

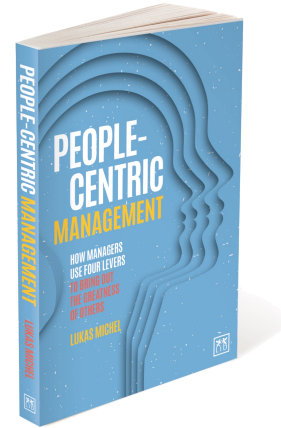


The value of the book lies in how it helps readers connect human potential with management behaviour, leadership intent, and everyday organizational practice.



How to use this book

People-Centric Management can be read as a source of insight, a reflective guide, and a practical resource for managers. It is especially useful for readers who want to strengthen leadership practice through the four levers and use management to bring out the best in others.



Three ways to work with the book



Read for insight

Use the book to rethink management as a human practice that shapes contribution, growth, and performance.



Reflect on your own practice

Use the four levers as mirrors for your own leadership style, conversations, and everyday management habits.



Continue the conversation

Use the book as a starting point for deeper reflection through Clarity Before Change, the Organization Twin, or a Guided Clarity Session.

A first reflection

1

Where do our management practices strengthen awareness, choice, trust, and focus — and where do they weaken them?

2

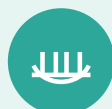
Which of the four levers do I use well, and which one do I tend to neglect?

3

How does my own attention shape the climate, confidence, and contribution of others?

4

What small change in my management practice could bring out more of the greatness of others?



This companion guide introduces the book. To go deeper, read *People-Centric Management* and continue the conversation through the wider Management Insights body of work.