



Lukas Michel is the author of numerous management books and founder of Management Insights, Switzerland, with its global network of certified partners offering unique twins of organizations for dynamic leadership.

He conducts research, teaches, writes, and speaks about management, organization, and work.

Management Insights is an independent and privately owned company with headquarters in Zuoz, Switzerland.

TWINS OF ORGANIZATIONS

Since 2002, Management Insights creates twins of organizations for the AI-based design of their operating systems to reach mastery in dynamic leadership.

THE AI-BASED OPERATING SYSTEM FOR DYNAMIC LEADERSHIP

Innovations in management are one of the few remaining competitive advantages in the digital economy. But organizations consist of intangible assets—one cannot see and, therefore, not advance them. To help leaders reach mastery, we have created twins of organizations: Visible dynamic copies of real-world organizations. With them, leaders can make their operating system visible and malleable.

The purpose of an **operating system** is to enable people to get work done and to ensure seamless operations at scale throughout an organization. More than not, leadership in the digital economy requires a hybrid operating systems to simultaneously support efficiency and innovation.

Dynamic leadership fills that the gap between traditional management rooted in Taylorism, with a design for a stable, simple, and local context, and the current reality of operations in an uncertain, complex, and global environment. It combines the principles of the inner game, quantum management, ambidexterity, and complementarity to reach an optimum.

The **Organization Twin Cockpit** is our AI-based expert system for the design and development an organization's operating system. With it, the twins become available to leaders such that they can build dynamic capabilities as their business context changes.

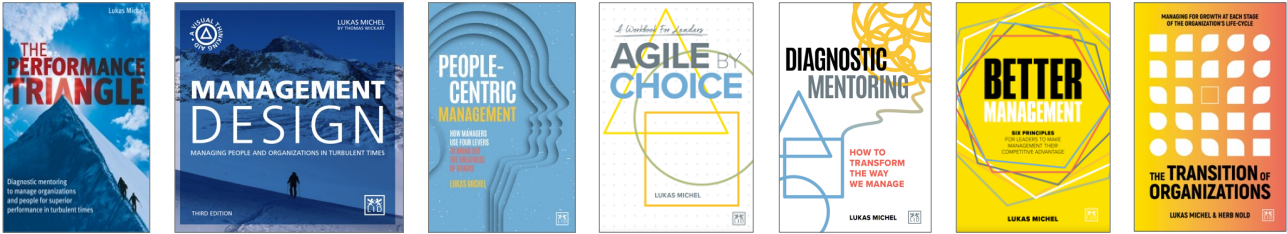
We train and accredit experienced consultants and coaches in the use of the Organization Twin Cockpit, the operations of the Executive Survey, and the application of the Diagnostic Mentoring methodology.

WHY GUESS IF YOU CAN KNOW?

How can I succeed with my organization? Experience the value of our toolbox, the software, and the mentoring with the free demo survey to get your twin: <https://management-insights.ch/en/twins/free-twin>

For more information, contact Lukas Michel, or our partners across the world: www.management-insights.ch

Books:



- The Performance Triangle (2013)
- People-centric Management (2020)
- Management Design (2021, 3rd Ed.)
- Agile by Choice (2021)
- Diagnostic Mentoring (2022)
- Better Management (2022)
- The Transition of Organizations (2023)

Books chapters:

- The Dunning-Kruger Effect on Organizational Agility
- Organizational Culture: A Systems Approach
- Dynamic Capabilities for People-Centric Management in Turbulent Times

Publications:

- Innovation in the Insurance Industry: A Diagnostic Perspective (2022)
- The Dunning-Kruger Effect on Organizational Agility (2022)
- Organizational Agility - Testing Validity and Reliability of a Diagnostic Instrument (2018)
- Under What Conditions Do Rules-Based and Capability-Based Management Modes Dominate? (2018)
- The Performance Triangle. A Model for Corporate Agility (2016)
- External Adaptability of Higher Education Institutions (2014)
- The Performance Triangle (2013)