



LUKAS MICHEL
MANAGEMENT
INSIGHTS



TWINS OF ORGANIZATIONS

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TWINS OF ORGANIZATIONS

for the AI-based design of management

Since 2000, Management Insights creates twins of organizations for the AI-based innovations in management.

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 organizations 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.

Management innovation 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 **Global Executive Survey**, and the application of the **Diagnostic Mentoring** methodology.

Whether you are an executive on the search for peak performance, a team that want to excel in what it does or an organisation on its way to better management, we offer twins that help you reach mastery.

EXECUTIVE



How do I succeed as an executive?

TEAM



How do we succeed as a team?

ORGANISATION



How do we succeed as an organisation?

FIVE PERSPECTIVES

Management innovation through evidence-based foresight

With our twins, leaders can view present conditions, anticipate opportunities, plan changes, test decisions, and transfer that experience into the real world.



ASSESS

Our survey establishes the twin inventory. With few participants, it reaches high precision, takes little time to answer, and returns the twin in no time.

ADOPT

Management design enables projections and scenarios for clarity on opportunities.



ADAPT

Visual design thinking simulates transformation alternatives with ultimate predictability.

EVOLVE

Diagnostic mentoring guides the transfer into the real world with enhanced certainty.



PERFECT

Experiential coaching expedites the implementation to deliver peak perform.

THE TWIN FOR THE EXECUTIVE

How do I succeed as an executive? The twin for executive directors, managers and professionals creates a higher awareness for the potential and the interferences that keep them from performing at the peak. It's the ideal application at an inflection point, to prepare for new challenge, or for your first 100 days in power, for reflection in a safe setting, and to get an expert opinion.



YOUR APPLICATIONS

It's the twin to:

- Take time to reflect on your role,
- Scan your current situation, and
- Review your work environment.

THE PRODUCT

The Executive Twin comes as a workbook and with the executive briefing. With the online executive survey, the executive helps us feed the twin.

Agile by Choice accompanies this twin.

OUR SERVICES INCLUDE

- The **executive briefing** with one of our experts
- The **executive survey** with 44 elements for three participants
- The **65 pages workbook** with modules on capabilities, for the design, implementation, and leadership incl. the appendix, spaces, perspectives, the library, definitions, concepts, and classifications.

Modules: Capabilities, People: Speed, Work: Resilience, Organisation: Agility, Dynamic Capabilities, Success, Performance Triangle, Organisation Form, Accountability, Strategy, The Leadership Toolbox, Leadership Style, Organisation Design, Management Index, Maturity Levels, Value Creation, Sustainability, Levels of Sustainability, Goals, Performance, My Flow, People-Centric Levers, Operating Modes, Personal Roadmap

THE TWIN FOR THE TEAM

How do we succeed a team? The twin for leadership, project, or work teams helps you gain more clarity about the gaps that keep you from reaching your destination and the key issues to close the gaps. It's the ideal application to review your current situation, to realign your team, prepare for higher challenges or start a new project – collaboratively with your team.



YOUR APPLICATIONS

It's the twin for the team to:

- Review the assumptions that underpin your goals,
- Determine the principles that guide your plans,
- Test your projections, and
- Align the resources with your goals.

THE PRODUCT

The Team Twin comes as a workbook, with the executive briefing, and the team workshop. With the online executive survey, the team helps us feed the twin.

People-centric Management accompanies this twin.

OUR SERVICES INCLUDE

- The **executive briefing** working session with one of our expert partners,
- The **team workshop** for everyone that's involved,
- The **canvas** facilitation tool with worksheets and questions for reflection,
- The **executive survey** with 70 elements for 12+ participants, and
- The **70 pages workbook** with modules on capabilities, for the design, implementation, and leadership incl. the appendix, spaces, perspectives, the library, definitions, concepts, and classifications.

Modules: Capabilities, People: Speed, Work: Resilience, Organisation: Agility, Dynamic Capabilities, Success, Performance Triangle, Leadership Scorecard, Organisation Form, Accountability, Design, Strategy, The Leadership Toolbox, Operating Model, Leadership Style, Organisation Design, Management Index, Maturity Levels, Competitive Advantage, Capabilities, Value Creation, Sustainability, Levels of Sustainability, People-Centric Levers, Operating Modes

THE TWIN FOR THE ORGANISATION

How do we succeed as an organisation? The twin for businesses, public administrations, events, and foundation organisations of any kind helps you determine your roadmap and gain certainty with its implementation. It's the ideal application to alter the business model, change direction, implement strategy, refine culture, or strengthen management.



YOUR APPLICATIONS

It's the twin for the organisation to:

- Review the current situation,
- Test assumptions and alternatives,
- Evaluate the future position, and
- Determine transformation plans.

THE PRODUCT

The Organization Twin comes as a workbook with the executive briefing, team workshops, and expert briefings. With the online executive survey, executives and professionals help us feed the twin.

Better Management is the book that supports this twin.

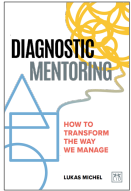
OUR SERVICES INCLUDE

- The **executive briefing** working session with one of our expert partners,
- The **team workshop** for everyone that's involved,
- The **expert briefing(s)** for those that help you implement,
- The **canvas** facilitation tool with worksheets and questions for reflection,
- The **executive survey** with 71 elements for 25+ participants, and
- The **170 pages workbook** with modules on capabilities, for the design, the development, implementation, and leadership incl. the appendix, spaces, perspectives, the library, definitions, concepts, and classifications.

Modules include: People: Speed, Work: Resilience, Organisation: Agility, Dynamic Capabilities, Success, Performance Triangle, Leadership Scorecard, Management Levers, Management Model, Context Levers, Decision-Making, Management Context, Organisation Form, Accountability, Design Principles, Strategy, Leadership Toolbox, Challenges, The Bridge: Design Principles, Toolbox Design, Operating Model, Leadership Style, Organisation Design, Accountability, Decision-Making, Babushka, Delegation, Decisions, Life Cycle Transitions, Development Paths, Intervention Points, Intervention Levers, Management Index, Maturity Levels, Competitive Advantage, Capabilities, Value Creation, Sustainability, Levels of Sustainability, Roadmap, Leadership, Goals, Performance, My Flow, Experience

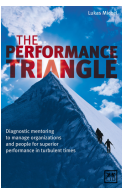
OUR BOOKS

Twins for corporate development are generously documented in our books:



Diagnostic Mentoring

Guides the process as the manual with detailed descriptions of all steps and tools.



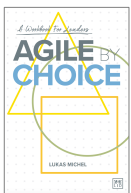
The Performance Triangle

Supports the mentoring with the model, the theory, definitions, and examples for agile organisations.



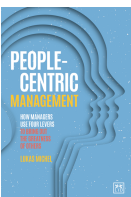
Management Design

Serves as the workbook for executives and facilitation guide for experts with the canvas tool.



Agile by Choice

Enables self-guided learning for peak performance and agile capabilities with 14 nudges and 21 exercises.



People-Centric Management

Guides managers to lead people and organisations through agile and people-centric capabilities.



Better Management

Sets the standards for management as a competitive advantage



The Transition of Organisations

Provides strategies to overcome structural growth hurdles

Why guess when you can know?

Here is what you can do:

Explore the managerial innovation potential in your organization
and get a free report on your mastery.



Use your tablet, laptop or PC for best experience!

<https://management-insights.ch/free-survey>

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