



LUKAS MICHEL
MANAGEMENT
INSIGHTS

NEW WAYS TO BETTER MANAGEMENT



WHAT YOU GET

Organization Twins
with the Toolkit for Management Innovations

WHAT DO YOU GET FROM YOUR INVESTMENT IN ORGANIZATION TWINS?

Unlock Better Management. Build Sustainable Advantage.

Every organization talks about performance—but few understand the invisible system behind it: **management**. After 25 years of research with over 500 organizations worldwide, the conclusion is clear: outdated leadership and management practices are at the heart of failure. Organizations today need more than quick fixes or best practices—they need **Organization Twins** to reinvent how they manage.

Organization Twins turn management from an art into a science—making it visual, measurable, adaptable, and ultimately a source of **competitive advantage**.

Why Organization Twins?

Too many organizations are “*unmanaged*”—out of control, relying on outdated structures, flawed leadership, and assumptions that don’t reflect today’s reality. Instead of acting on insights, they continue to *muddle through*. The **Organization Twin** approach breaks that pattern by providing:

- ✓ Clear **diagnostics**
- ✓ A structured **innovation process**
- ✓ Powerful **visual models**
- ✓ Guided **transformation tools**
- ✓ A path to **mastery in management**

What You Get From Your Investment

By working with Organization Twins, your organization receives a comprehensive set of outcomes across **five levels** of value:

1. Clarity Through Assessment

- ✓ **Global Executive Survey** – Measures 71 dynamic capabilities across people, work, organization, leadership, decision-making, and performance.
- ✓ **Organization Profile** – Visualizes your current state: strategy, maturity, operating model, leadership style, culture, and growth stage.
- ✓ **Benchmarking** – See how you compare to global peers and industry standards.
- ✓ **Management Score** – Understand your maturity level, gaps, risks, and competitive position.

🎯 **Outcome:** *You gain precise, data-driven awareness of your management reality—no more guessing.*

2. Direction Through Adoption

- ✓ **Specific Organization Twin** – A tailored digital replica of your organization's management system, based on your data.
- ✓ **Scenario Planning** – Model future strategies and simulate performance under different management choices.
- ✓ **Gap Analysis** – Identify what needs to change in management, leadership, and organizational design.
- ✓ **Custom Recommendations** – Actionable strategies for adopting better management based on your specific context.

🎯 **Outcome:** *You get a roadmap to upgrade your management system and make it fit-for-purpose.*

3. Agility Through Adaptation

- ✓ **Management Design Workshops** – Structured design sessions using the Canvas method and visual thinking aids.
- ✓ **Leadership Toolbox** – 20+ tools, routines, and rules to align systems and people.
- ✓ **Organizational Fit** – Tailor strategy, leadership style, decision-making, and structure to your culture and context.
- ✓ **Alignment Bridge** – Connect people's needs, organizational form, and external environment for optimal flow.

🎯 **Outcome:** *You adapt management to be uniquely yours—agile, human-centered, and future-ready.*

4. Growth Through Evolution

- ✓ **Transformation Roadmap** – Step-by-step planning across life cycle transitions, development paths, and capabilities.
- ✓ **Resilience Building** – Strengthen systems that evolve with market changes, scale, and complexity.
- ✓ **Embedded Learning** – Accelerate growth by distributing leadership and empowering teams.
- ✓ **Governance Reset** – Clarify roles across board, CEO, teams, and staff for effective, accountable leadership.

🎯 **Outcome:** *You evolve your organization beyond survival—toward excellence and sustained innovation.*

5. Mastery Through Perfection

- ✓ **Flow Performance Systems** – Help people enter the “zone” of high engagement and contribution.
- ✓ **People-Centric Management** – Operate from purpose, collaboration, relationships, and trust.
- ✓ **Certification** – Receive official recognition and a badge for better management.
- ✓ **Ongoing Coaching** – Optional expert mentoring, cockpit tools, and academy programs to sustain progress.

🎯 **Outcome:** *You build a management system that performs at the peak—and keeps getting better.*

Additional Benefits

✓ AI-powered Cockpit

Visualizes your twin, simulates strategies, automates analytics, and guides decisions in real time.

✓ Expert Support

Work with certified mentors and facilitators trained in diagnostic mentoring and transformation design.

✓ Workbooks & Templates

Apply what you learn with 30+ specialized tools for workshops, team alignment, and implementation.

✓ Global Community & Research Access

Join a growing network of organizations and educators shaping the future of management.

Why It Works

Most leadership programs focus on individuals. Most consultants push trends. **Organization Twins** take a **systemic approach**: they show the real connections between leadership, culture, work, structure, and strategy—then help you act.

🔍 They **diagnose** precisely.

🧠 They **visualize** clearly.

🔧 They **design** practically.

🚀 They **transform** powerfully.

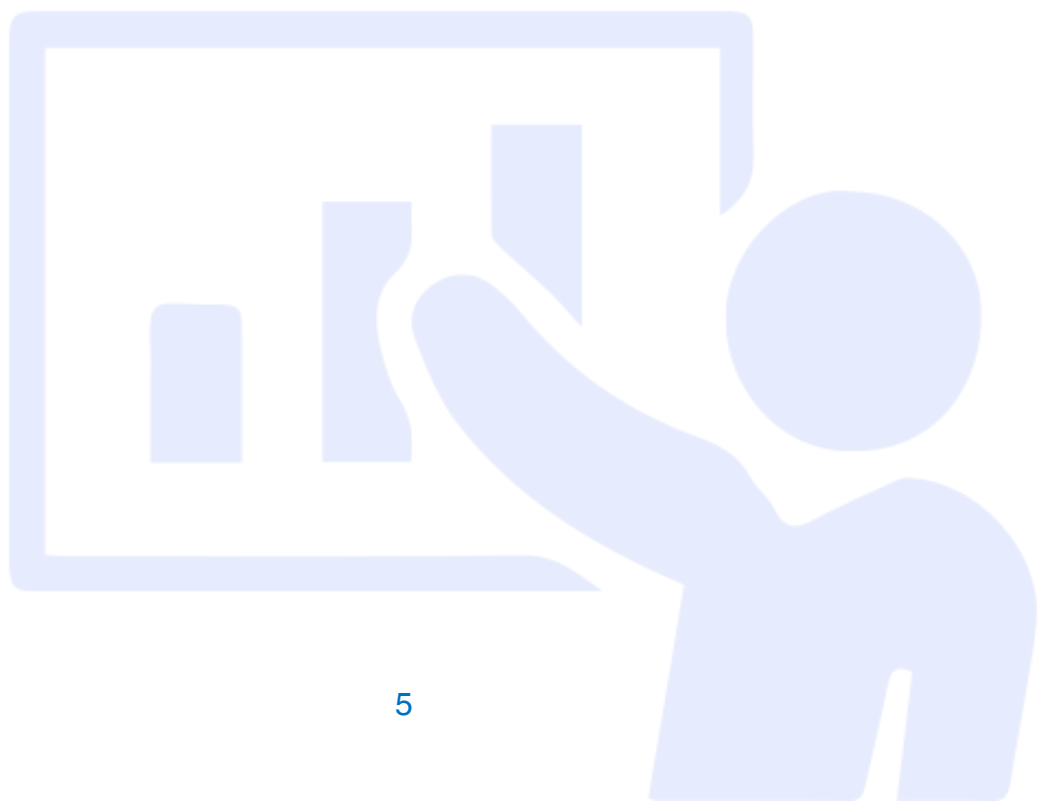
Your First Step is Free

🚀 Take the **free Executive Survey**

🧬 Generate your preliminary **Organization Twin**

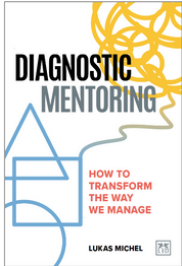
💡 Get a **snapshot report** on your management maturity and innovation potential

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



OUR BOOKS

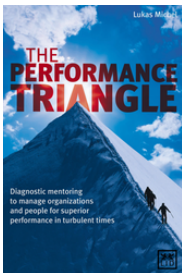
The guides for innovations in management



Diagnostic Mentoring guides the process as the manual with detailed descriptions of all steps and tools



People-Centric Management guides managers to lead people and organisations through agile and people-centric capabilities



The Performance Triangle supports the mentoring with the model, the theory, definitions, and examples for agile organisations



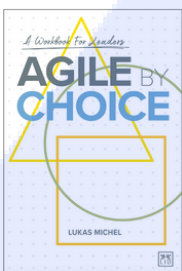
Better Management sets the standards for management as a competitive advantage



Management Design serves as the workbook for executives and facilitation guide for experts with the canvas tool



The Transition of Organizations provides strategies to overcome structural growth hurdles



Agile by Choice enables self-guided learning for peak performance and agile capabilities with 14 nudges and 21 exercises

WHY GUESS WHEN YOU CAN KNOW

Free Organization Twin



Use your tablet, laptop or PC for best experience!



Talk to our experts

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