



LUKAS MICHEL
MANAGEMENT
INSIGHTS

NEW WAYS TO BETTER MANAGEMENT



WHY TO INVEST?

Better Management.

Muddling Through Leadership Is Not An Option.

WHY YOU NEED TO INVEST IN ORGANIZATION TWINS

Unlock the Innovation Potential in Your Organization

Today's management is in crisis. Despite decades of progress in management theory, many organizations still operate with outdated systems and flawed leadership, resulting in what we call the “*Unmanaged*” state. Our 25 years of research—based on over 500 organizations and 4,000 leaders—reveals that most businesses *muddle through* rather than master their management. Organization Twins offer a practical, visual, and data-driven solution to break out of this pattern and achieve better, adaptive, and human-centered management.

The Problem: “Unmanaged” Organizations

Most management failures aren't random—they're systemic. They result from outdated practices and overconfident leaders. Our Global Executive Survey data shows that a third of organizations fail to meet even the basic standards of modern management. These organizations suffer from infected cultures, disengaged employees, underutilized capabilities, and declining performance.

Meanwhile, classically trained leaders continue to assume their management is “good enough.” This overconfidence—backed by the Dunning-Kruger effect—leads to poor decisions and inaction. Leaders ignore reality, delay investment in better practices, and underestimate the organizational damage caused by flawed management systems.

The Opportunity: Better Management as a Competitive Advantage

Our research proves that better management directly boosts performance:

- +28% growth
- +25% innovation
- +21% overall performance
- +23% more value-creating organizations
- +22% more productive work environments
- +20% more cleverness in operations

Better-managed organizations are more agile, people-centric, and future-ready. Yet the adoption of such practices remains low—not because they're unavailable, but because management is undervalued, assumed to be effective, or misunderstood.

The Solution: Organization Twins

Organization Twins are strategic digital representations of organizations. They are the core of our **Management Innovation Toolkit**, combining insights from our Global Executive Survey with AI-powered diagnostics and visualizations.

Think of an Organization Twin like a digital persona of your company—it visualizes the hidden forces behind your performance: leadership, culture, decision-making, systems, capabilities, and more. Organization Twins allow you to:

- **Assess** the maturity and health of your current management
- **Adopt** proven, human-centric management principles
- **Adapt** practices to your unique context
- **Evolve** your organization towards mastery in management
- **Perfect** your systems for peak performance

These twins provide a clear starting point for better management, help replace assumptions with evidence, and support leaders in redesigning their organization using real-world data and systemic models.

Why Invest Now?

Investing in an Organization Twin means investing in awareness, insight, and progress. You gain:

- **Clarity** – See the full picture of your management system.
- **Precision** – Focus attention where it matters most.
- **Customization** – Develop management strategies unique to your organization.
- **Safety to experiment** – Simulate and test changes in a twin before applying them.

This investment is especially critical now. Today's complexity, speed of change, and workforce expectations demand new ways of working. The old "command-and-control" mindset no longer fits. Organization Twins help you transition to leadership that's adaptive, collaborative, and regenerative.

From Flawed to Mastery: A Proven Journey

Better management isn't plug-and-play—it's a discovery journey. Our method is built around five transformational "stopovers":

Assess: Use diagnostic tools like the Global Executive Survey to create awareness.

Adopt: Act on insights using people-centric models like the Performance Triangle.

Adapt: Customize strategies using interactive Management Design methodologies.

Evolve: Implement policies and concepts for mastery with the Leadership Toolbox.

Perfect: Empower distributed leadership with our Leadership Scorecard.

Each stopover equips leaders with practical tools to shift from outdated practices to mastery in management.

Let the Data Speak

Unlike traditional consulting, which often relies on opinions or trends, the Organization Twin is **built on your data**. It transforms intuition into insight and shows leaders a mirror of their own organization. That's why it works: confronting leaders with their organization's truth opens their eyes and paves the way for change.

This is how we overcome leadership resistance and management inertia.

Ready to Get Started?

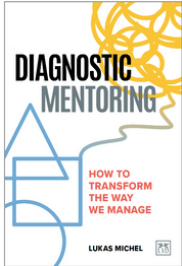
Take the first step toward transforming your management into a competitive advantage.

 **Explore your Organization Twin and receive a free diagnostic report:**

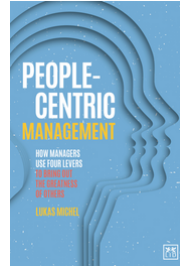
<https://management-insights.ch/free-survey>.

OUR BOOKS

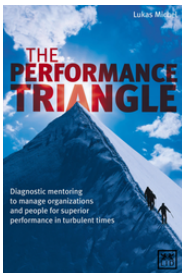
The guides for innovations in management



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



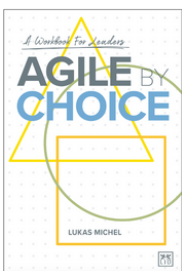
Better Management sets the standards for management as a competitive advantage



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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