



25 JUNE 2019

# Management Workshop – part I

Tuesday, 25 June 9:00-10:30

by  
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## **Overview for Session on Change Management:**

**Session I: Basic understanding of Management (09:00 - 9:45)**

**Session II: The Malik® Management Basic Models (9:45 – 12:00)**

*Coffee break*

**Session II continued (9:45 - 12:00)**

**Session III: Reflection in groups – SWOT analysis (12:00 – 12:30)**

**Session IV: Change Management presentation Prof. Wolff (12:30 – 13:00)**

*Lunch break (13:00-14:00)*



## **Session I: Understanding of Management (9:00 - 10:00)**

**Please separate into 3 groups for 15 minutes and try to give brief answers to the following questions:**

- 1. What (in general) is in your opinion good management?**
- 2. Who should be Manager – leaders only? or everybody?**
- 3. What do you need, in order to be able to have a good Management?**



## What means management and what do we understand under Management?

Right and Good Management can be seen as the social function, which enables the organizations and systems of a society to function properly. Management...

- ... is the moving force wherever many **people can only reach common objectives by sharing work and knowledge.**



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- ... is the **organ of leadership in all our social institutions** – in business enterprises as well as universities, hospitals, cities and all other organizations.
- ... has to **give direction to the institution it guides.** It has to think through the **mission of the institution and adjust its objectives** accordingly. And **it must organize resources** for the results the institution has to achieve.



This wholistic understanding of management also includes

- the enabling of people to contribute to the right functioning of their organizations

Management understood in this way

- creates purpose, orientation, structure and performance. Thereby, it also achieves political and societal responsibility and ethics. Only by means of right management the resources of a society will be transformed effectively into useful results and value.

**Management can be seen as a process of transforming resources into use/utilization**



## Session II: The Malik® Management Basic Models (9:45 - 12:00)

Malik's basic models for wholistic management are extensive solutions for most management problems and strengthen the manageability of organizations many times over. They revolutionize in particular **the ability to effectively overcome change and the ability to transform measures into results**. These models help to establish the necessary conditions for system-inherent coordination and coherence by way of self-regulation and self-organization within the very capillaries of an organization.

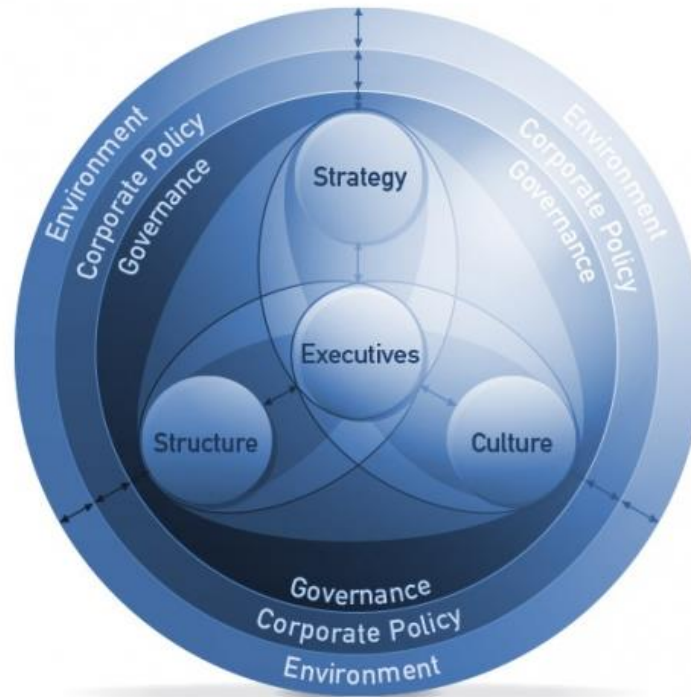
The inner core of the Malik ManagementSystems® is formed by **three basic models** that contain everything needed for Right and Good Management so as to enable organizations to function and people to be successful.





## **Session II part a: Management of institutions: The Malik General Management Model® (11:00-11:30)**

**At the overall institution level, the General Management Model is used to assist management.**



## Overall organization



## Session II part b: Management for persons – The Malik Standard Model of Managerial Effectiveness® (12:00-13:30)

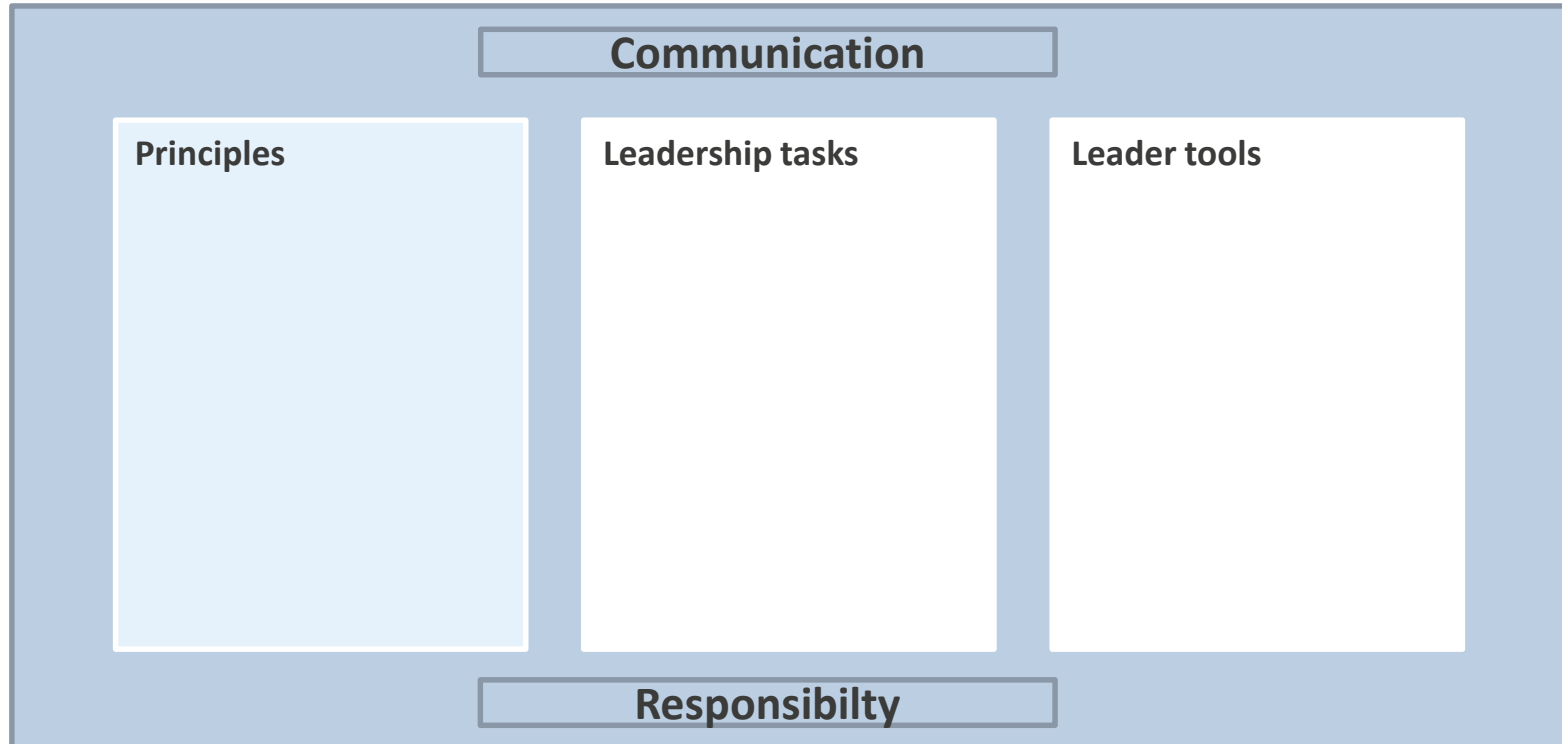
At the level of the individual and the team, the Malik Standard Model of Managerial Effectiveness® is the standard tool.

In Germany, this model has quickly come to be known as the “management wheel”. It contains all necessary and adequate components of professional effectiveness, namely the **principles, tasks and tools** needed to effective action and the necessary communication and responsibility.

In the book *Managing Performing Living*, the standard model of managerial effectiveness is described in detail.

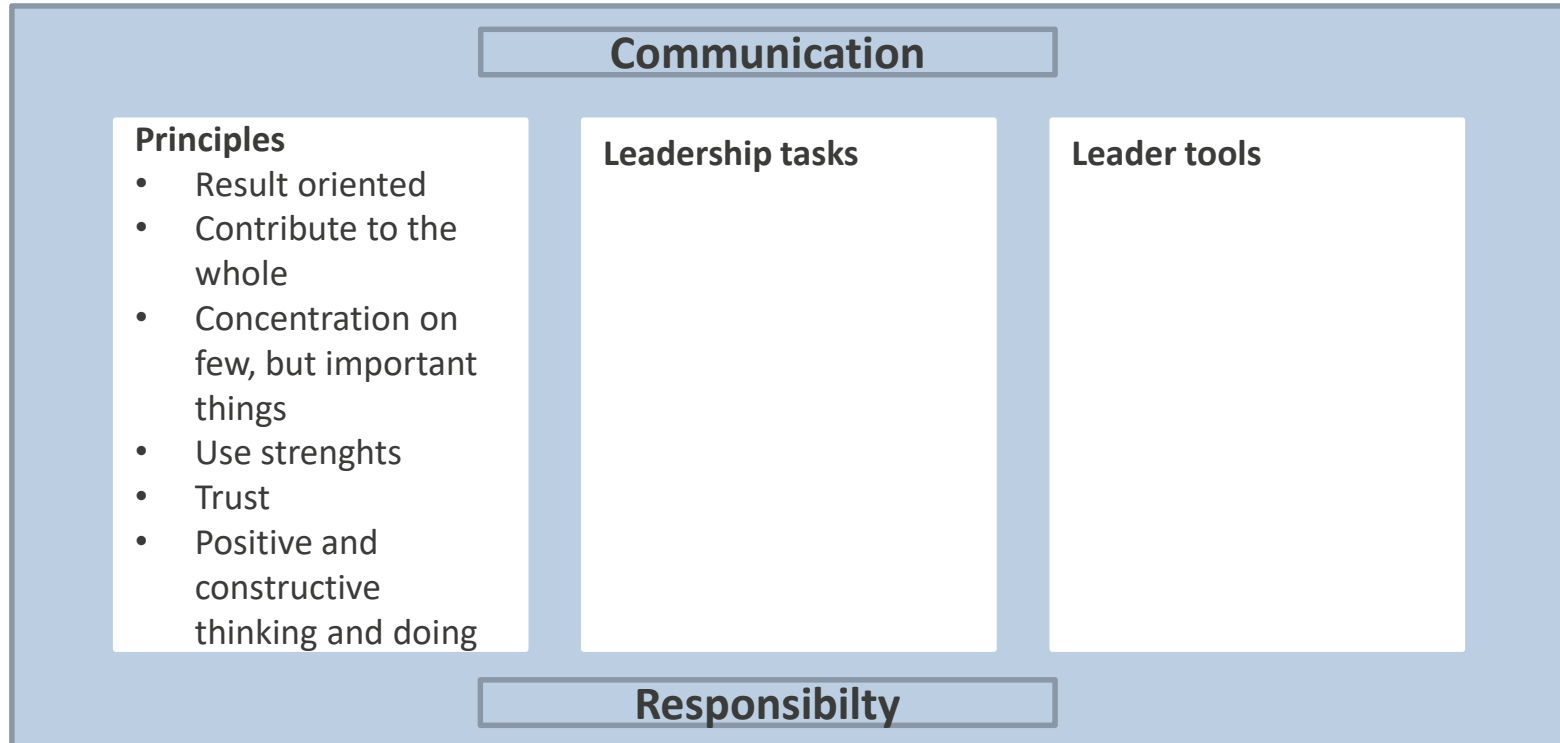


## Effective Management (split up into three groups for 15 minutes and discuss principles)





## Effective Management



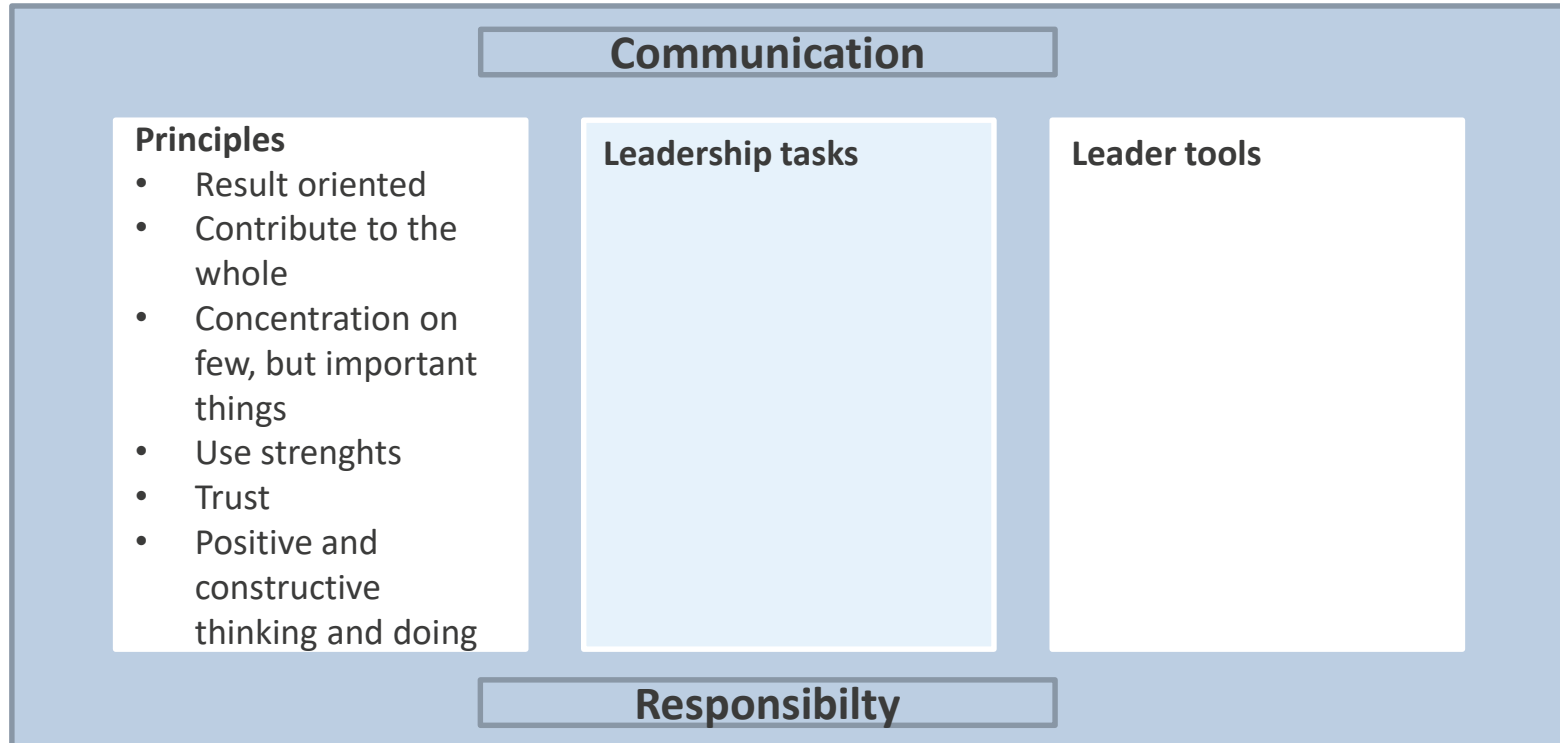


# (Change) Management Workshop

30 Minutes Break

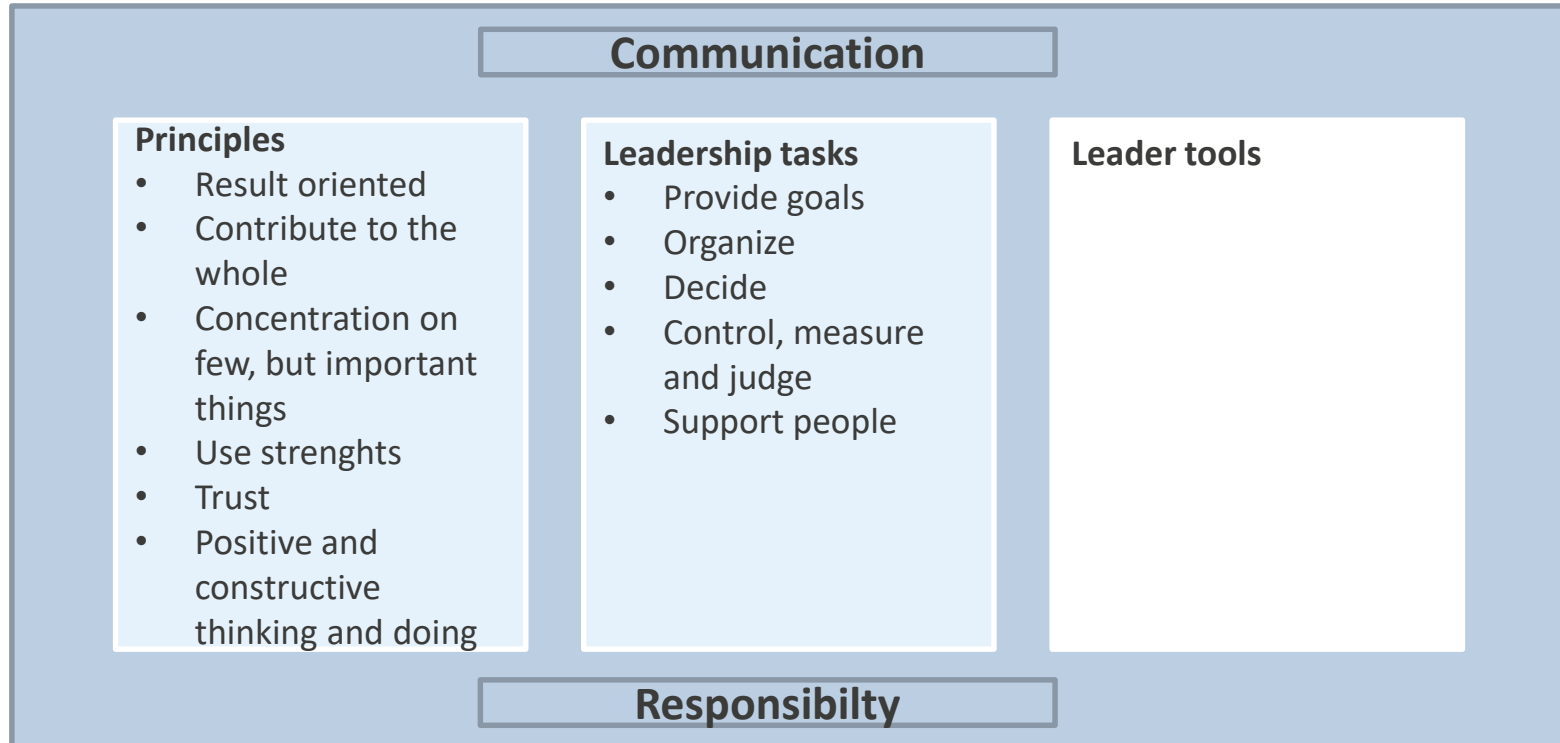


## Effective Management (split up into three groups for 15 minutes and discuss Leadership tasks)





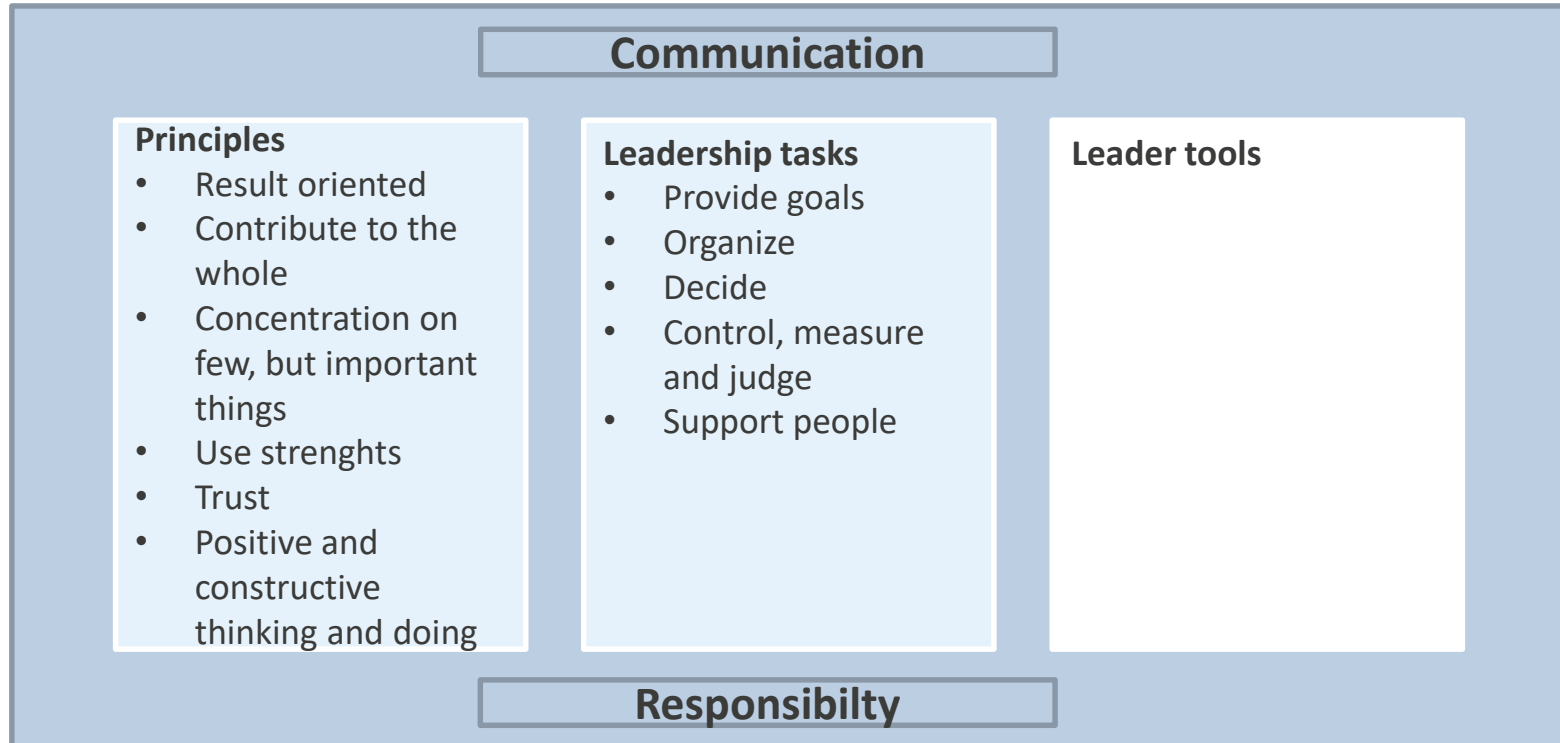
## Effective Management







## Effective Management (split up into three groups for 15 minutes and discuss Leader tools)





## Effective Management





## Principles of effective Management:

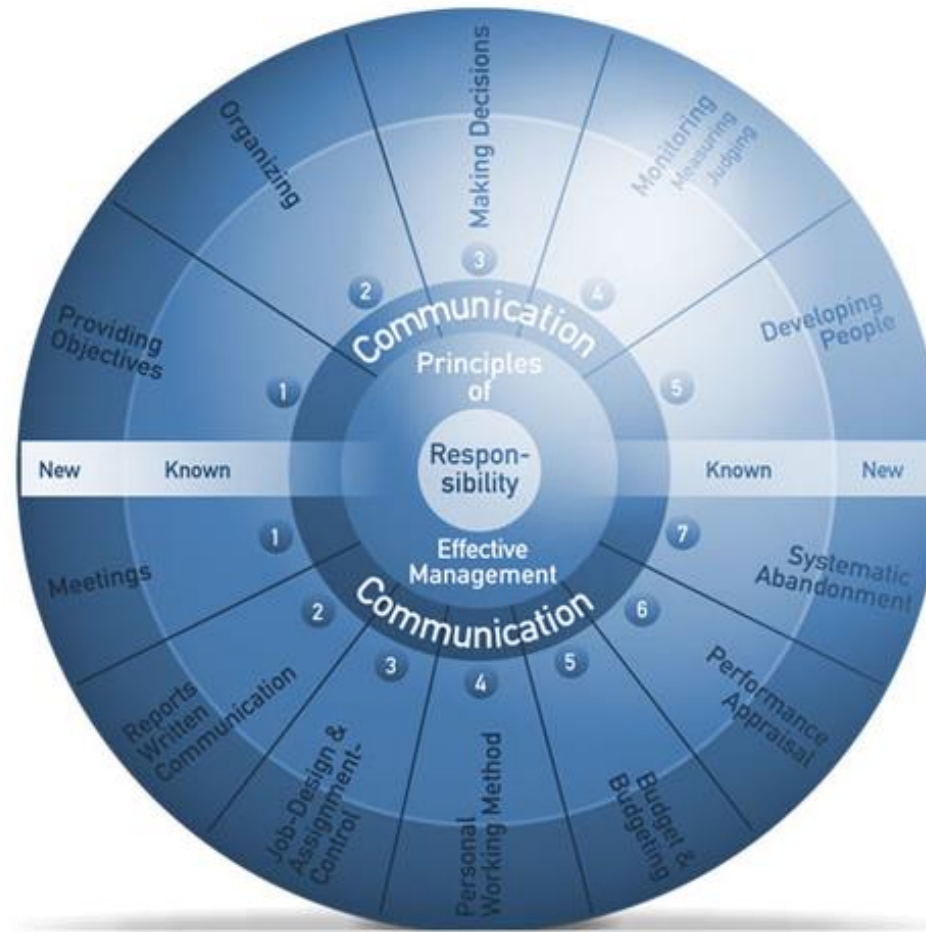
Tasks

...

and

...

Tools



(after Malik®)



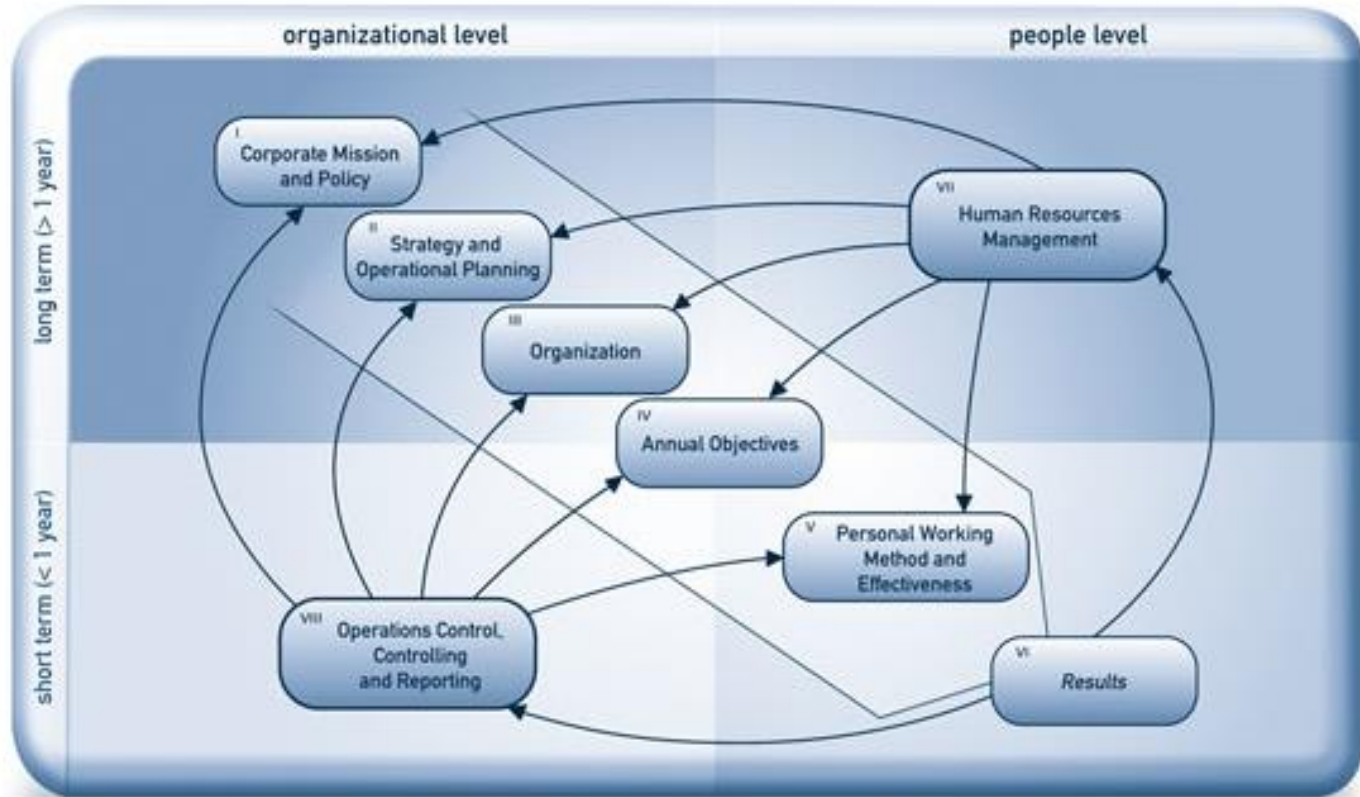
## **Session II part c: The Malik Integrated Management System IMS® (11:50 -12:00)**

The result of the combination of the General Management Model (a) and the standard model of managerial effectiveness (b) into a new general model is the "Malik Integrated Management System – IMS®".

**It is the model for managing people in institutions, comprising the entire organization.**



## Operative units





## **Session III (12:00-12:30): Reflect on this session looking at your own institution from the Management Point of View (SWOT analysis)**

- 1) What do you already apply? What is Working well? (Strengths)
- 2) What is not working well / cannot be applied? (Weaknesses)
- 3) What can you change / introduce (Opportunities)
- 4) What can be jeopardizing factors (Threats)

**Please separate 20 min. into your institutions – report max. 3 minutes each**