



Management Drives



Value For Money in Cultural/ Behavioural Management

The value proposition for Management Drives

Management Drives Australia

Even the most successful invest in managing their culture! They know biases in decisions cost them millions. Management Drives gives you the tools to succeed.

GLOBAL CLIENTS



Management Drives (“MD”) is a tool used to diagnose the capability, effectiveness and functionality of organisations. We provide assurance that the agreed objectives of a company can be delivered by its people.

Are you sick of psychological tests that tell you one sock fits all? THAT there is only ONE right way to be – and you’re not it!

Teams, value models, personality and aptitude tests miss the key driver of success - peoples’ behaviours. Staff behaviours can derail the best performing teams. Have you ever suffered from malicious compliance by staff? Understanding the impact of peoples’ behaviours on the success or failure of an investment is valuable. MD pin points the precise behaviours that can result in missed outcomes.

MD is a proven and effective way to measure and predict behaviours and has been successfully applied in Europe at Accenture, Ernst & Young, ING Bank, JP Morgan, Shell and many other high performing organisations over the last decade.

In one day, Management Drives can map your individual and team behaviours, and can identify the risks and opportunities for your team.

Our experience indicates that peoples’ behaviours and understanding what drives them are a major contributing factor to the success of an organisation even more so than an individuals personality, aptitude and/or intelligence.

1 Behaviours Matter

Staff behaviours can be shown to have a clear impact and correlation with all aspects of a business performance from profitability, quality levels, performance standards, risk exposure, other policy or special interest measures (e.g. environmental impacts), as well as the price of inputs and outputs. Left alone, the impact on performance remains uncertain and unquantifiable.

Would you see value in understanding the biases in decisions that your Managers make?

What are their true strengths and drivers for action, whether in planning, producing results, formulating strategies or ideas, developing relationships, etc?

What if a weakness or blind spot exists in a team or management structure that will ultimately derail a project regardless of the competence or experience of the team?

Most importantly, do you have the right people in the right jobs? Is your team passionate about their work? Are they performing to their max?

MD works with you to get your teams to deliver the best results.

Recent articles in McKinsey Quarterly.....

The case for behavioral strategy

Left unchecked, subconscious biases will undermine strategic decision making. Here's how to counter them and improve corporate performance.

MARCH 2010 • Dan Lovallo and Olivier Sibony

Boards: When best practice isn't enough

Many boards have improved their structures and processes. But to become truly effective stewards of their companies, they must also instill the right mind-set and boardroom dynamics.

JUNE 2011 • Simon C. Y. Wong

2 The Essence of Management Drives

The effect of the behavioural tendencies described by the MD methodology extends to the heart of an organization and assists in predicting:

- types of behaviours;
- perceptions;
- motivations for doing or not doing something;
- the issues likely to be focused on;
- management and decision-making styles; and
- the ability to understand and support others.

MD works as behavioural method – not as a psychological tool. Through awareness of what drives individuals, teams and organisations you can understand, develop and modify behaviour.

3 Risk Management

A key function in managing value is the management of risks that result from staff behaviours.

The development of mitigating strategies to reduce the probability of risk management is the responsibility of Boards and senior executive teams.

By adopting the MD Methodology as part of the decision making strategy, Boards and senior management teams can accurately assess if they have missed any key risks.

MD enables a powerful, comprehensive and transparent understanding of how the culture of specific groups and teams creates risk and/or provides opportunity for the organisation, using the organisation's own risk management framework.

4 Approach

MD is an objective measurement, and consequently all customers receive clear, unambiguous advice. We explain why problems occur, propose solutions for those problems, and if requested can customise the implementation method to suit the nature of the organisation or part of the organisation.

Each case begins with comprehensive individual and group/ team behavioural profiles. We mobilise tools to provide cultural diagnosis, analysis and solutions, through:

- Putting our value to you on the table
- Center our analysis on behaviours that can be seen – not values that people claim
- Provide coaching to remove the self-imposed barriers to individual and team performance.

CONTACT

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