


Management Hacking

 @alexis8nicolas

Blog <http://yisy.wordpress.com>

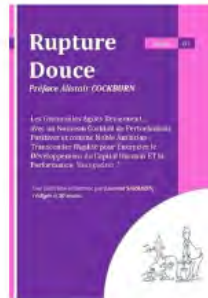


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Management Definitions Along XXth Century

Frederick W. Taylor (1856 - 1915)

- 4 principles of scientific management:
 - Replace rule-of-thumb work methods with methods based on a scientific study of the tasks.
 - Scientifically select, train, and develop each employee (rather than passively leaving them to train themselves).
 - Provide "Detailed instruction and supervision of each worker in the performance of that worker's discrete task".
 - Divide work between managers and workers, so that the managers apply scientific management principles to planning the work and the workers actually perform the tasks.



Maslow (1908-1970)



Peter F. Drucker (1909 - 2005)

Although management must have great authority, its work in modern organization is not to command but to inspire.



1911

1916

1943

1960

1967

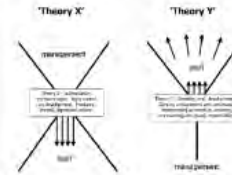
2005

Henry Fayol (1841 - 1925)



To manage is to forecast and plan, to organize, co-ordinate and to control.

Douglas Mc Gregor (1906-1964)



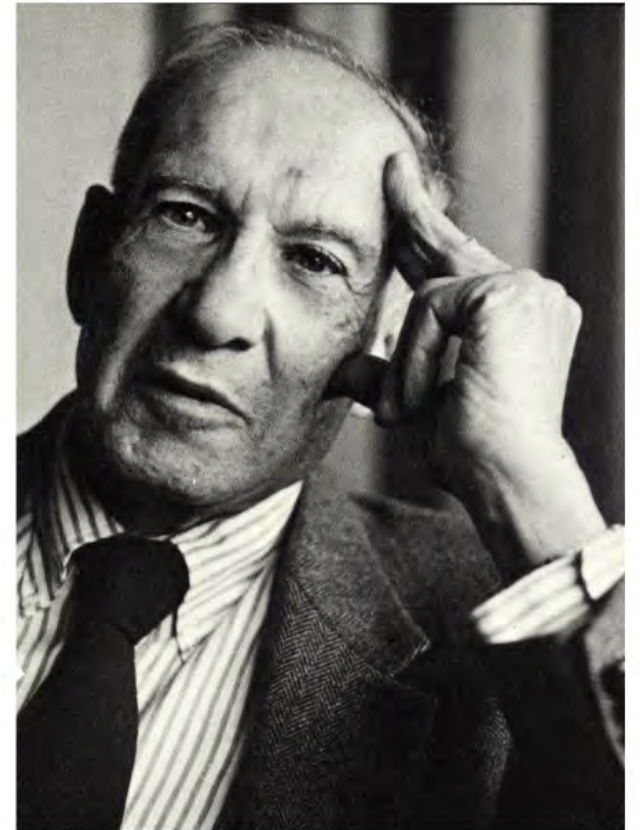
Jean-François Zobrist



management, it's not doing, it's making it done, it's a kind of "laissez-faire" to enable things to get done by itself.




Who is Right?

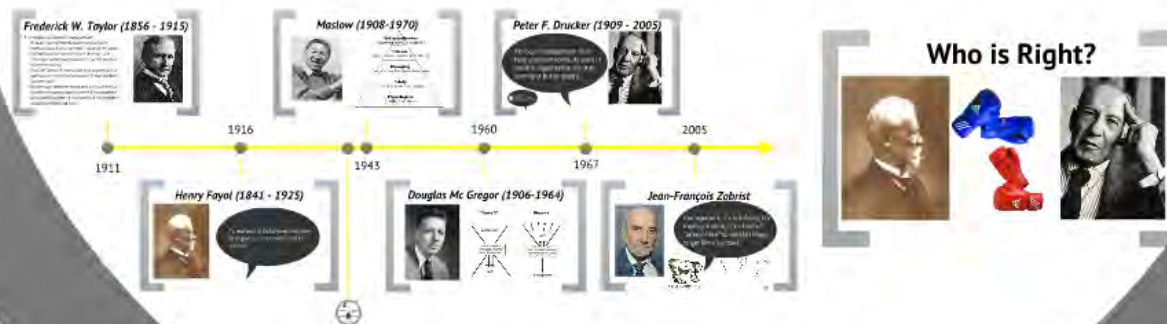


Management

Management is a social technology enabling an organization to reach its goals.

 <http://yisy.wordpress.com/2013/08/29/management-et-leadership-de-quoi-parle-t-on/>

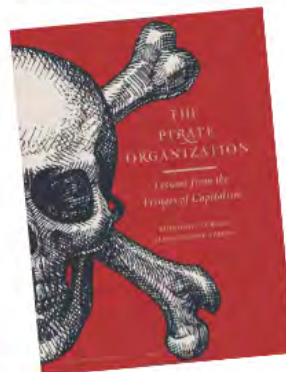
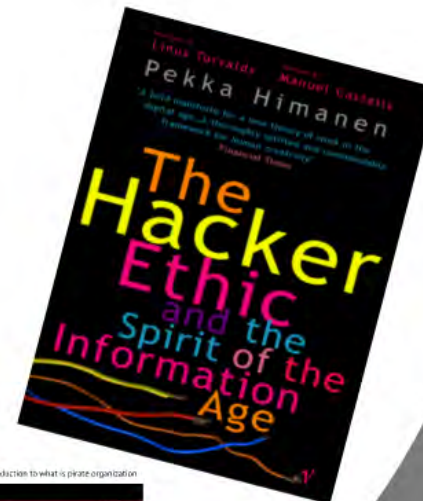
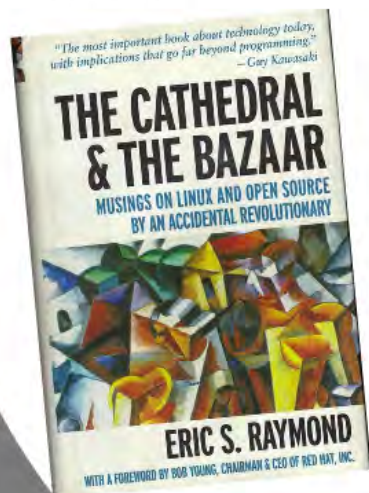
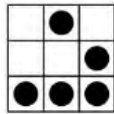
Management Definitions Along XXth Century





Hackers Culture

hackers build things, crackers break them.



Short introduction to what is pirate organization



<http://www.pirateorganization.com/the-book.html>

4



Motivation Module



Control and Reporting Module ∞



Human Resources Module



Economics Decisions Module

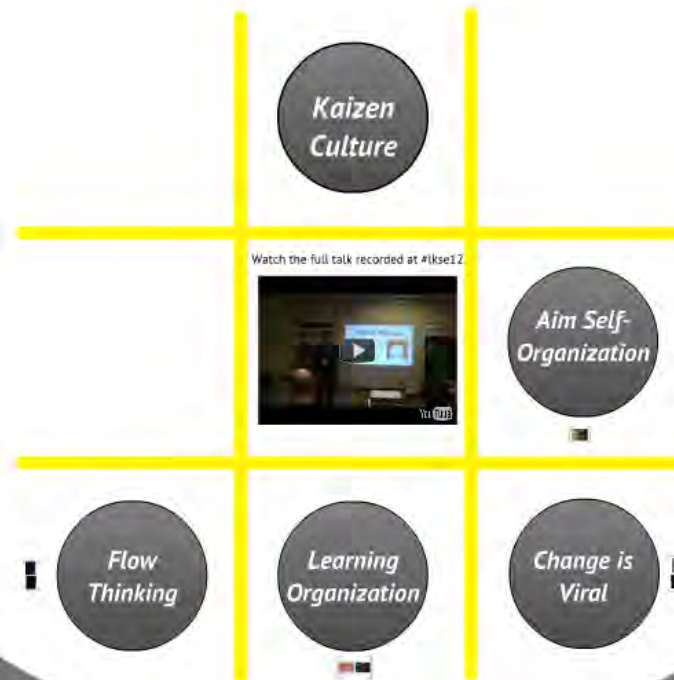


<http://yisy.wordpress.com/2013/05/17/4-bugs-critiques-du-systeme-de-management-actuel/>

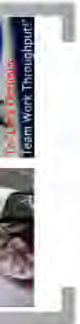
4 Management Hacks Introduced by Kanban*

*2012 talk

Management needs to be hacked



Flow Thinking



From “I Must Make
Sure Everyone is Busy”



To “Let's Optimize
Team Work Throughput!”

Learning Organization



*Change is
Viral*

From - Most recent
Research Planning
for 5/1/14

To - Research
Design



From "I Must Prepare
a Detailed Planning
for Change"



To "Let's Design a Viral
Change!"

Aim Self- Organization

To "Let's Develop Leadership!"



**BAIGNADE
INTERDITE**

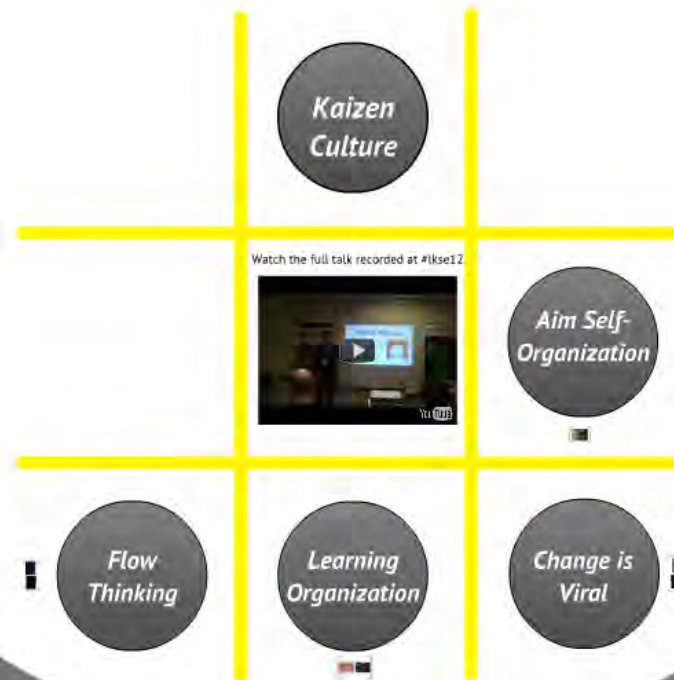


From "Centralized
Management is Always Better"

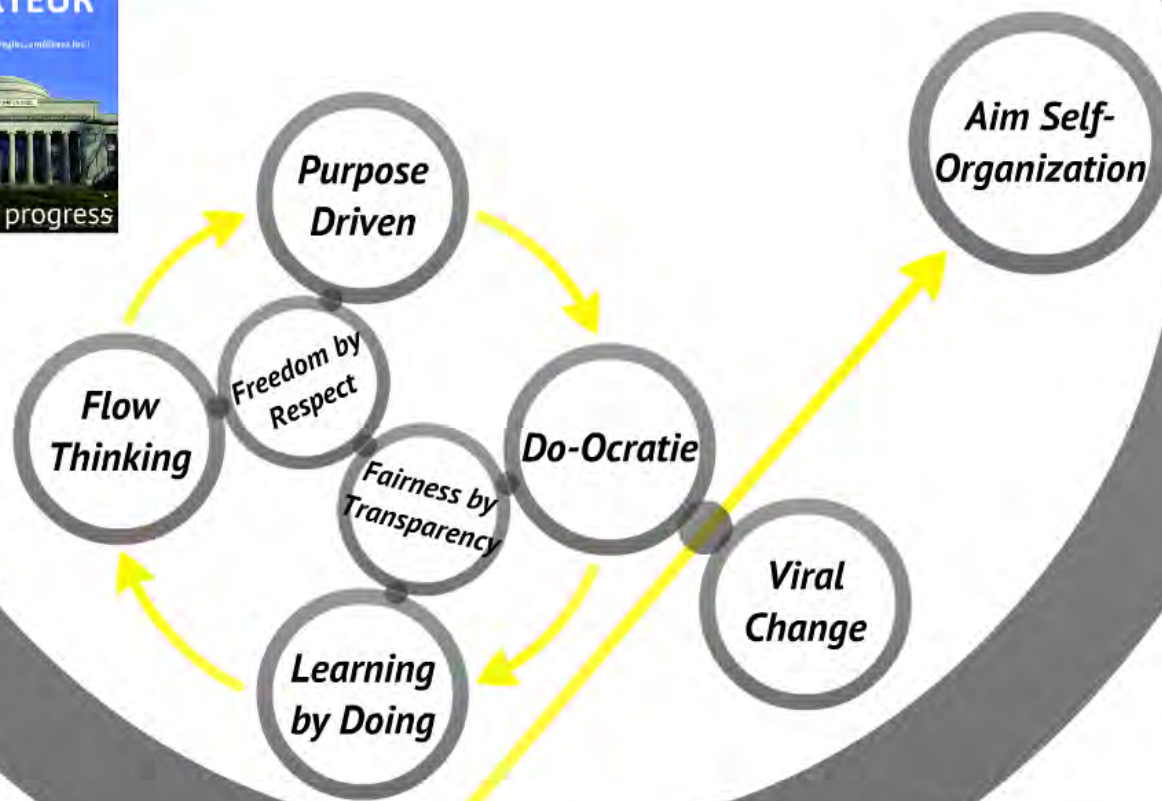
4 Management Hacks Introduced by Kanban*

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8 Ways of Management Hacking



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