DYSFUNCTIONAL CLOSED SYSTEM BASED ON COMPETITION & FEAR
OUR "DARK" SIDE - QUICK & DIRTY - INCREASED DIS-SATISFACTION
UNSTABLE - DRAMATIC - SMALL PICTURE - SHORT RANGE PLANNING

ORGANIZATIONAL
INERTIA

REDESIGNING THE PAST AGAIN
VISION FROM THE TOP
HIERARCHY - TOP DOWN
RIGID RESPONSE - CLOSED SYSTEM
POSITION BASED POWER GENERATES HIGH COMPETITIVE AND WIN-LOSE
RESOURCE BASED
FOLLOW ORDERS
"DO-IT-DAMMIT"

REDESIGNING THE PAST AGAIN
CLOSER HELD POWER BASED ON POSITION POWER
HIGH COMPETITION BECAUSE POSITIVE POWER IS DISTRIBUTABLE & THEREFORE POWER IS SCARCE
ORGANIZATIONAL POWER IS ACTIVITY ORIENTED (NOT RESULTS)
POWER STYLES : COERCIVE AND CONTROLLING
POLITICAL MEDIATION OF CONFLICT

REDESIGNING THE PAST AGAIN
ATOMISTIC THINKING
TOP THINKS - DOWN LINE ACTS
DATA BASED THINKING
TOP MAKES KEY DECISIONS ALONE
LOCKED-OUT ACCESS TO FEELINGS
DON'T QUESTION AUTHORITY
FOLLOW THE RULES ! / RIGHT ! / WRONG ! / ADVOCACY

REDESIGNING THE PAST AGAIN
CLOSED HELD POWER BASED ON POSITION POWER
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