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

ORGANIZATIONAL
INERTIA

REDRAWING THE PAST
A GLOWAN CONSULTING TOOL USED FOR:

• CONCEPTUAL DEVELOPMENT
• ATTITUDE AWARENESS
• TEAM-BUILDING
• ROLE-PLAYING

YOU DEFINE REALITY BY WHAT YOU KNOW, WHAT YOU BELIEVE, AND WHAT YOU DO ABOUT IT.

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REDESIGNING THE PAST AGAIN

VISION FROM THE TOP
HIERARCHY – TOP DOWN
RIGID RESPONSE – CLOSED SYSTEM
POSITION BASED POWER GENERATES
HIGH COMPETITIVE AND WIN-LOSE
RESORCE BASED
FOLLOW ORDERS

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

REDRAWING THE PAST AGAIN

CLOSED HELD POWER BASED ON POSITION POWER
HIGH COMPETITION BECAUSE
POSITION POWER IS DISTRIBUTABLE & THEREFORE POWER IS SCARCE
ORGANIZATIONAL POWER IS ACTIVITY ORIENTED (NOT RESULTS)
POWER STYLES
COERCIVE AND CONTROLLING
POLITICAL MEDIATION OF CONFLICT

5 POWER
4 THINKING
3 THINKING
2 THINKING
1 THINKING

THINKING RIGIDITY

POWER HABITS

ORGANIZATIONAL INERTIA

4 ORGANIZATION
3 ORGANIZATION
2 ORGANIZATION
1 ORGANIZATION

OPINIONS AND FEELINGS ARE FREQUENTLY A PERSONAL TRIUMPH OVER GOOD THINKING
YOU DEFINE REALITY BY WHAT YOU KNOW, WHAT YOU BELIEVE, AND WHAT YOU DO ABOUT IT.

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