



Do you think people are driven by their managers?

We don't.

Management
MDrives

The new approach to management and organisation



“Management Drives is a new approach to management and organisation”

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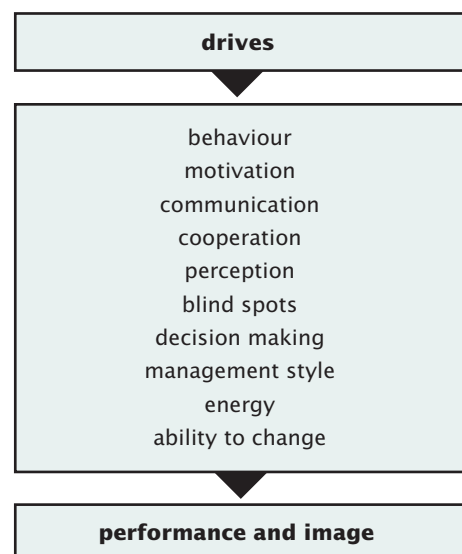
We don't.

Each individual is subject to his own drives. This sounds logical, but how many managers actually have a clear picture of their employees drives? What makes people do what they do? If we knew that we would not only be able to understand someone better, we would also be able to assess where that individual will function best. Each person is different and therefore every person has their own drives. These drives determine his behaviour, his way of communicating, his way of managing and among others cooperation. Many managers think that as long as they supply a lot of information, their employees will understand, and do what is expected of them. However, it is much more effective when they connect with their employees drives.

Management Drives® supplies the insight needed to achieve this.

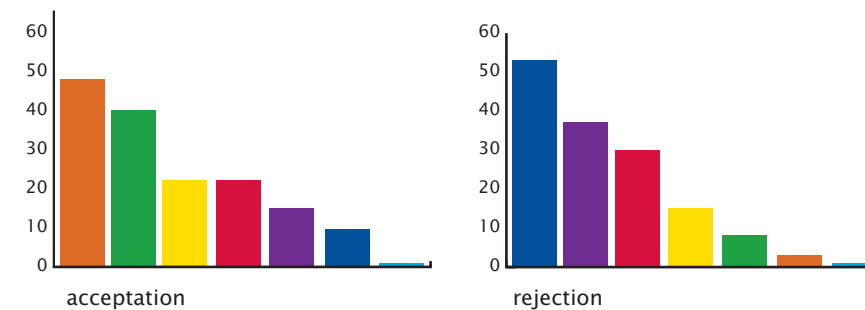
We can not only perform accurate measurements of drives, but we also supply a systematic approach to handling these drives effectively. Can you imagine a more interesting management theory?

Management Drives is a new approach to people and organisations which charts drives and systematically draws conclusions which the management of an organisation can use to their benefit in many different areas.



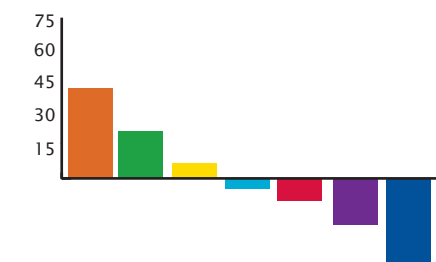
Clear test, clear results

The Management Drives test consists of facts and opinions to which one must give a score. The test is done on a floppy disk or on the internet and takes about 15-20 minutes of your time. The test results are read with the aid of specially designed computer software. This software enables us to print each individual's acceptance and rejection for each of the seven drives. Using this we can see how a person feels when he or she performs certain behaviour.



The test result printed above, is an example of someone who likes to achieve results together with a team. A powerful people manager. However, the rejection details show that this person has a strong dislike of fixed patterns and conflict.

The graphics to the right show the energy balance of this individual. Above the line, the work related elements which provide energy are shown, below the line the energy consuming elements are shown. If one wants to use the talents available, a package containing all conditions to enable a complete development of one's talents, can be put together based upon the test results.





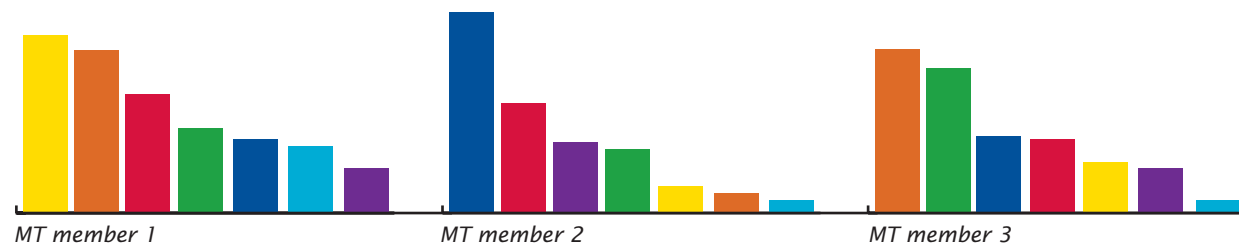
Team members tested

Management Drives does not only provide you with information about individual drives, it also gives information about team drives. With this information you can deduct in what way a team will function, even before this team exists. The Management Drives information shows strength and weakness, but also mutual tensions and communication problems.

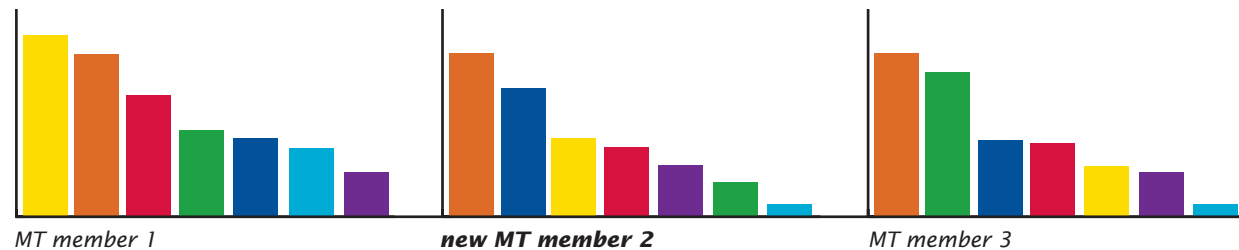
The diagrams below show a picture of a bad and of a good functioning management team. The top team does not function well. The two individuals with a high orange score can communicate well with each other. However, the MT member 2 with the high blue score is literally a dissonant. Blue and orange speak a completely different language. Should member 2 be replaced for someone with a high orange score (as in the bottom situation) the team will function and communicate more harmoniously, without things turning into chaos.

Likewise, the drives within whole organisations can be visualised. Quickly and clearly with the use of the test results can be seen which (heads of) staff departments and (heads of) departments work well with each other and their staff.

a bad functioning management team



a well-functioning management team



“With Management Drives, the functioning and performance of groups can be visualised”

Drives measurable and visualized

The drives which we possess and which are of importance for one's functioning within a group or an organisation, depend on neurophysiological equipment and environmental factors.

In total seven drives have been recognised and can be measured for each individual. Drives can have a different intensity and sequence, resulting in a wide variety of possibilities.

The Management Drives Test can quickly measure drives. Also by connecting a drive to a colour they are easily visualized.



A drive to view matters globally
global, holistic (turquoise)

A drive to understand
intellectual, conceptual (yellow)

A drive to be social
ideals, community (green)

A drive to obtain results
success, be better (orange)

A drive to put matters in order
order, duty, rules (blue)

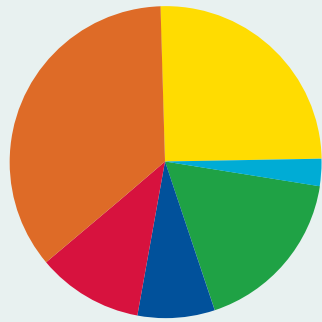
A drive to obtain respect
speed, power (red)

A drive to be safe
safety, security (purple)

“With the Management Drives Test drives are measurable in a quick and easy way”



An example of a group profile:



When we look at this group we predict with certainty that the group is strongly driven and result oriented. They spend a lot of energy disputing and are keen on their external positioning, which often leads to a loss of speed. The group creates lots of turbulence, because they tend to grab every new opportunity and because they allow space for everything that is perceived as new, fun, opportune or potentially successful. This consumes so much energy that there is less attention for communication and the structuring of activities. Scoring and new things are strong motivators for the group. The competition between group members can be intense because each member wants applause for himself. They seek no consensus, instead they each want to be right. The little amount of blue indicates that there is little compliance with made agreements. Some will call it flexibility, others will find this team unreliable. A fine profile for a commercial team, yet a problematic profile for a management team.

Management Drives, insight leads to improvement

Management Drives is a new method of looking at organisations. The starting point of Management Drives is connecting guidance and change in the organisation with the motives of the employees. After all, co-operation, communication, allocation of tasks, and management is much easier and much more effective when it's done based on the understanding of one's drives.

Knowledge of the drives gives a strong indication as to the organisational culture and how that leads to performance and the organisations image.

The objectively measured drives, individual profiles and group profiles lead to conclusions related to personal performance, group behaviour, communications and management. Apart from this, it can provide you with a clear picture of the changes possible in the organisation, and of which people can play a key part in this. With this, Management Drives offers a clear insight in organisations, and in their opportunities and non-opportunities to enhance their performance and image.

Insight in your organisation's drives is the foundation for:

- better use of human resources
- better communication
- better group structure
- better management
- better organisation
- better match between organisation and strategy



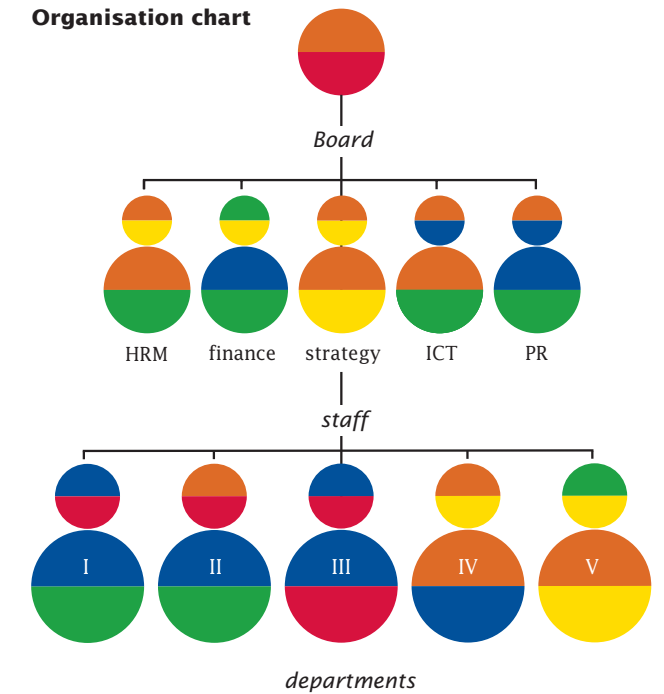
Communication

Communication is also connected with drives. After all, people filter information strongly based upon their drives. The Management Drives method shows which problems and solutions there are, when people with different drives communicate with each other. The Management Drives communication rules can especially be of great value when there are large differences in dominant drives between the different branches in the organisation. People tend to interpret communication through the glasses of their own drives. Those who gain insight in this can prevent many problems. Based on the measurement results, communication problems can be priority prevented, and based on a number of logical rules a communication advise can be given.

Problem solving

Picturing employees drives, and therefore their functioning, provides a good starting point to optimize organisations. Management drives consists of a logical set of methods to implement changes in organisational aspects which are in relationship with drives. The information Management Drives generates also provide a broader consensus for possible changes. People strongly recognize their own drives and find in Management Drives a new, and for everyone acceptable way of achieving improvement.

Organisation chart



“Using the test results, communication problems can be predicted before anyone starts talking”

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