Managing Lifecycles

# Ichak Adizes

6. The Fall

* Contentment
* Complacency
* Inflexible
* Conservative
* Lack of Urgency
* Protecting Turf
* Form Dominates Function
* Administration – “No”

7. Aristocracy

* No Change – Status Quo
* Value Form, Formality, Tradition
* Don’t make waves, Lie Down
* Look Good
* Playing for Time
* Raise Prices vx. Control Cost

8. Salem

* Lay Blame
* Fire the Guilty
* Fight for Survival
* Backstabbing
* Paranoia
* Best People Leave, Admin Stays

9. Bureaucracy

* Systems, Forms, Procedures, Rules, Committees
* Administration

10. Death

* Total Lack of Resources
* No Commitment to Organisation

6

5

5. Prime

* Balance, Control, Flexibility
* Vision & Value
* Nurtured & Controlled Creativity
* Focused Priorities
* Drives Opportunities
* Growth of Sales/Profits
* Customer/Employees/Shareholders
* Momentum

4. Adolescence

* Conflict/Inconsistency
* Us vx. Them
* More Professional
* Systems/Procedures
* Profits
* Management/Participatory

3. Go – Go Sales

* Success/Growth
* Arrogant/invincible
* No Plan-over stretch
* Need to be right
* 2 Year Old - Into everything
* No Details
* Responds to environment

2. Infancy

* Doing – Now – Opportunities
* Crisis
* Constant Feeding
* Founder/Mother
* Product

1.Conception

* Autocratic
* Flexible
* Commitment
* Cash

6. The Fall

* Contentment
* Complacency
* Inflexible
* Conservative
* Lack of Urgency
* Protecting Turf
* Form Dominates Function
* Administration – “No”

7. Aristocracy

* No Change – Status Quo
* Value Form, Formality, Tradition
* Don’t make waves, Lie Down
* Look Good
* Playing for Time
* Raise Prices vx. Control Cost

8. Salem

* Lay Blame
* Fire the Guilty
* Fight for Survival
* Backstabbing
* Paranoia
* Best People Leave, Admin Stays

9. Bureaucracy

* Systems, Forms, Procedures, Rules, Committees
* Administration

10. Death

* Total Lack of Resources
* No Commitment to Organisation

7

4

Aging

1. Time Horizon Shorter 3. More Egocentrical, Demanding, Complaining, Stingy, Hoarding
2. More Taking, Less Giving 4. Decrease in Flexibility, Increase in Control

The role of Leaders is to lead change, solve problems, prepare systems for the next disintegration

NORMAL

ABNORMAL

LIFE-THREATENING

10

9

8

3

2

1