

# The UIMPROVE Leadership Framework

## Early thinkers

**Frederick Taylor**  
Scientific Management

**Mary Parker Follett**  
The Total Situation

Progressive Differings  
The most essential work of the leader is to create more leaders.

**Kurt Lewin**  
Leadership Climates:  
• Authoritarian  
• Democratic  
• Laissez-faire

$B = f(P, E)$

**Douglas McGregor**  
Theory X, Theory Y.  
You end up with the team you create.

## Motivation

**Intrinsic versus extrinsic**  
Extrinsic gimmicks destroy intrinsic motivation.

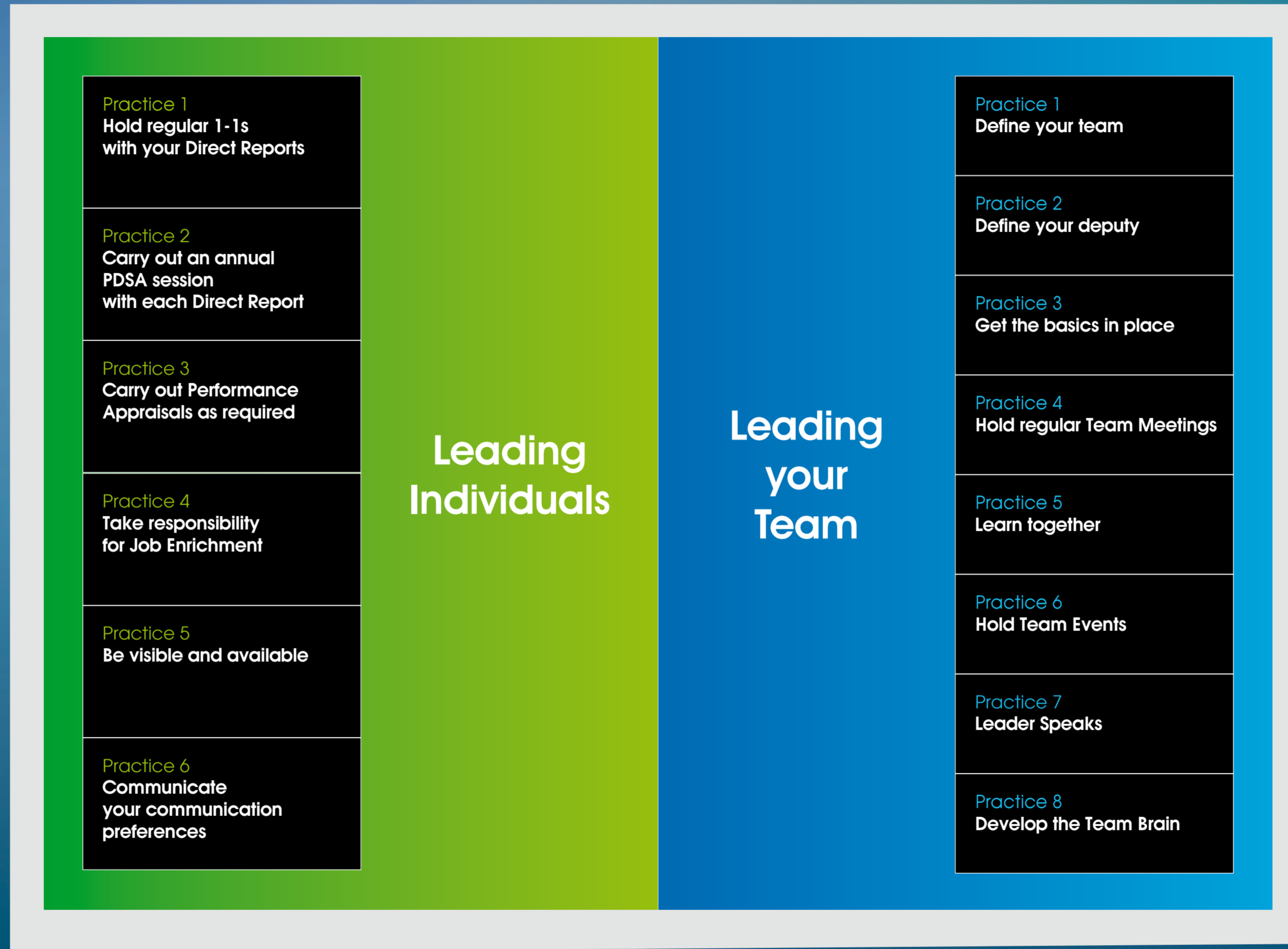
**Frederick Herzberg**  
How do you motivate people?  
You can't. Focus on satisfiers and dissatisfiers instead.

**Peter Scholtes**  
"It's a bit like teaching a fish to sing. It won't work and, at best, you'll just annoy the fish."



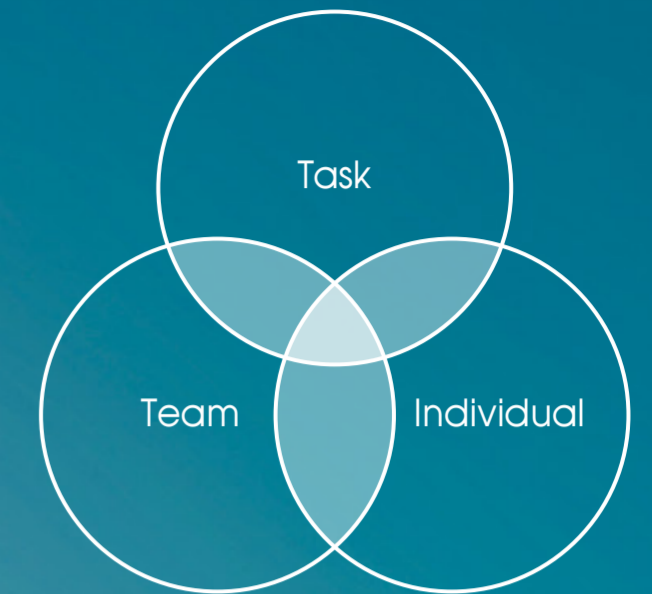
The Universal Improvement Company

[www.theuic.com.au](http://www.theuic.com.au)

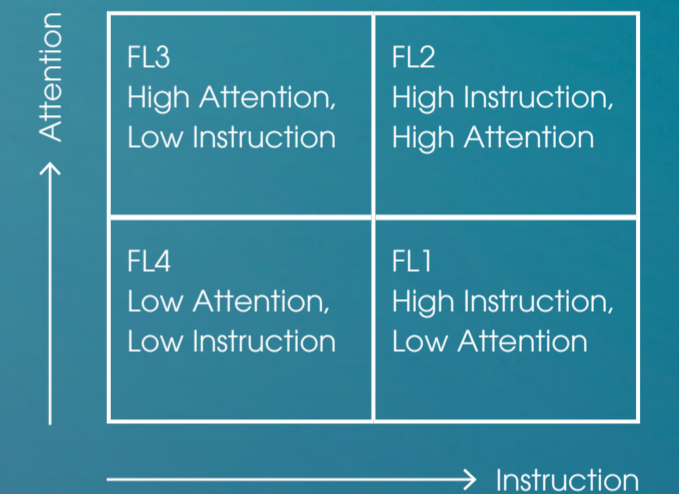


|                        |                                    |                     |                         |                |                        |
|------------------------|------------------------------------|---------------------|-------------------------|----------------|------------------------|
| Leading through Others | Leading People in Remote Locations | Following your Boss | Working with your Peers | Leading Change | Leading Reorganisation |
|------------------------|------------------------------------|---------------------|-------------------------|----------------|------------------------|

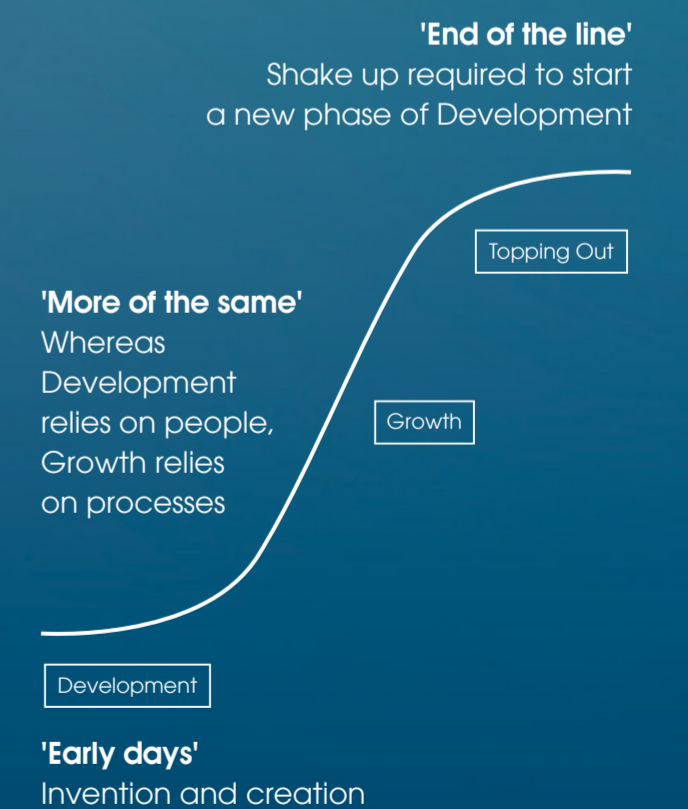
## Functional Leadership



## Flexible Leadership



## The Sigmoid Curve



**uimprove**  
Systematic - Practical - Proven