

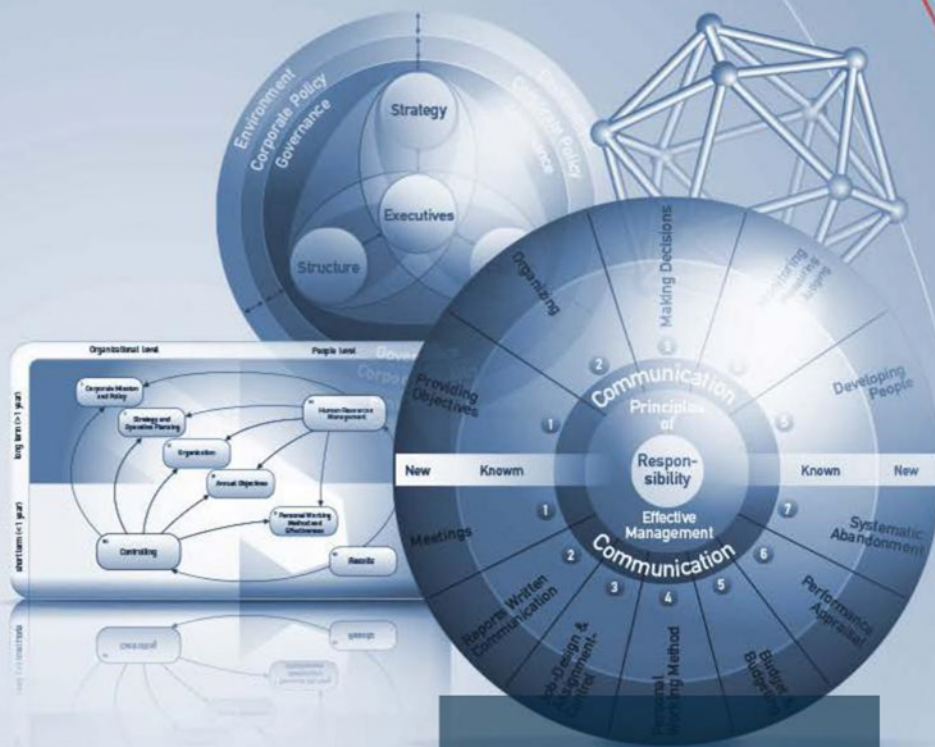
# «Managing People»

## Malik Effective Managing and Performing

A. Malik

Heinz von Foerster, cyberneticist and philosopher

*«In every moment we are free to act towards a future that we wish to be our future.»*



# Malik Management Education

Same *terms* same *language* same *concepts* same *logic*

## Why Malik education ...

### Modularity and compatibility

The Malik programs are modular and compatible with each other.

### Unity of concepts and language

Our referees and tutors represent the same content and concepts, thus follow the same logic and use the same language and terms.

### Tempo and flexibility

The decisive advantage of the Malik e-Management Learning programmes is their high flexibility. The participants themselves determine the pace, place and time of learning. The learning time per module depends on prior knowledge and can vary individually. The average learning time is 2-4 hours per module. The learning platform, content and tutoring are available for 6 months.

### Transfer

To transfer what has been learned, the participants solve special tasks in each module. You will work on them with the help of provided materials and tools. Subsequently the tasks will be discussed in the forums of the learning platform. Moreover the participants receive feedback from the tutors.

## Contact:



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### What you get...

- » The participants acquire knowledge that every executive needs in order to do a professional and competent job.
  - » Principles, tasks and tools of Good and Right Management.
  - » Participants determine learning-location, -time and -duration.
- » The participants make the knowledge their own via the interactive learning modules and receive support from qualified tutors if required.
- » The learned can immediately be put into practice.
- » The modules guarantee a constantly high quality of the transfer of knowledge.



# Effective Managing and Performing – EMP “Managing People”

Blended learning program for an effective management of people.

## What and why?

Most managers reach new positions because they have done a great job in their operational tasks in administration, production, marketing or controlling. In their new position, they are now confronted with new tasks they might have never handled before for example in the field of leadership and promotion of employees, conflict resolution, conducting meetings, professional formulation of goals or the daily required control of performance and results. You (know you) can learn all these things but daily routines are challenging you and there is no time left to study in detail.

## Result

The participants know the most important tasks and tools of Good and Right Management. The participants know how to effectively apply conflict resolutions, negotiations and presentations in their daily work.

## What does it take?

The program will be completed as self study. The program is designed as to be extra occupational – thanks to provided online knowledge – modules and complete online tutoring – you can work through the program as flexible as possible, at any time and any location.

Throughout the entire program the participants will be attended by skilled tutors who will give you feedback to the state of your studies and implementation. Every module has extra tasks to challenge the transfer of the learned contents. To work through the assignments check-lists and tools are provided that can immediately be used in everyday work. Subsequently the tasks can be discussed in the forums of the learning platform.

## How your progress will manifest

Graduates of the program are able to effectively handle and apply the most important management tasks and tools in the work situation without reassurance. They have taken the step from “knowing the contents” forward to “ability”, possessing substantial management competency.

## Participants

Team leaders, project manager and managers who have executive functions and want to increase their effectiveness and competency, who want to reach improved results and to set the stage for a successful career. No matter whether they are working in organizations in the field of producing economy, services, administration or banking industry.

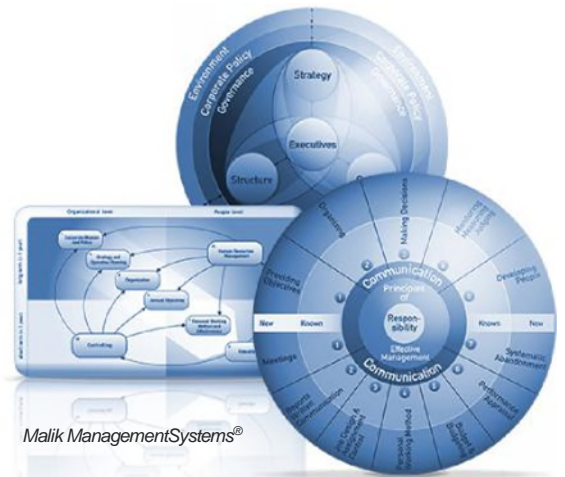
## Additional seminar media

The participants will also receive the book “Managing, Performing, Living” by Prof. Dr. Malik in digital form to accompany the program.



*“Managing, Performing, Living –  
Effective management for a new era”  
Campus, 2014*

*Prof. Malik's bestseller "Managing Performing Living" is one of the "100 best business books of all time". It is the standard work for management. [More about the book.](#)*



## Program-content

### The program comprises 14 modules:

1. Principles of effective management
2. Management by objectives
3. Self-organization
4. Planning
5. Controlling
6. Problem solving
7. Meeting effectiveness
8. Performance and motivation
9. Collaboration / teamwork
10. Presentations
11. Negotiation
12. Holding conversations
13. Conflict management
14. Managing superiors and

**Module set up** Each of the 14 modules is composed of three elements:

- 1. Video lecture** The video lecture takes 10 to 12 minutes. It gives an introduction describing the essential elements.
- 2. Web Based Training (WBT)** A web based training conveys the content in terms of text and pictures as well as in terms of numerous interactive exercises.
- 3. Self-test** The self-tests test the knowledge of the modules and give effective feedback on your current understanding.

#### Price

2,480 EUR (plus applicable VAT)

#### Booking

[academy@malik-management.com](mailto:academy@malik-management.com)

## Program procedure

Support by online tutors during the entire duration of the program		
<b>Kick-off Meeting</b>	<b>Module 1–14:</b> Working through the modules	<b>Online-Test</b>
<b>Video Meeting</b>	Self-Study – supervised	Self-Study – supervised
<b>Medium: Online Meeting Tool</b>	<b>Medium:</b> <u>Modules and book "Managing, Performing, Living"</u> by Prof. Dr. Fredmund Malik	<b>Medium:</b> <u>Online exam</u>

*Blended learning allows an effective self-improvement in limited available time, so that the required knowledge can rapidly be acquired and put into practice in one's own work environment. The systematic alteration of working and learning thus allows for crucial personal learning and reflection.*

# Malik

St. Gallen, Zurich, Vienna, Berlin, London, Shanghai, Beijing, Toronto

**Functioning Organizations – Effective Executives** With international subsidiaries and partnership networks, Malik Management is the world's leading provider of advanced wholistic management, leadership and governance solutions. We are the primary destination for today's executives facing the challenges of the New World and wanting to be trained, consulted, supported and/or coached in wholistic top ManagementSystems for mastering complexity. Across the world, businesses, non-profit organizations and public institutions have their general ManagementSystems tailored by us.

Our unique methods, ranging from management consulting, education and training, change management, human resources and organizational development to individual coaching, as well as new innovations, such as sensitivity-modeling, allow for immediate

and wide ranging results. The centerpiece of our approach is the Malik SuperSyntegration®, the groundbreaking innovation for solving an organization's toughest challenges and amplifying the leadership capacity of top management.

The Malik Wholistic Management® Systems are the world's most effective instruments for the reliable functioning of organizations in the complex conditions and dynamic changes of today's globalized world. Our solutions are backed by over thirty years of research and application in the fields of general management of complex systems and the functioning of organizations. Our scientific foundations are the sciences of complexity: cybernetics, systemics and bionics. More about the company and our solutions on our website [malik-management.com](http://malik-management.com)

## **MMS Malik ManagementSystems®:**

**The Master Controls for reliable functioning:  
the modular universal operating system of any organization.**

**1. Malik Central Performance Controls® (CPC®):** The crucial variables for reliable control of the organization's success.

**2. Malik Unique Positioning Strategy:** For precisely accurate recognition of one's real strengths for the dynamic specialization of the organization.

**3. Malik Sensitivity Model®:** Perceiving the cybernetic principles of control. Setting levers for their control. Simulation of interventions and their side effects.

**4. Malik® Bionic Systems Analysis:** Revealing inner regularities and the system's dynamics.

**5. Malik Strategy Intelligence Program® (PIMS/MSIP):**

25 000 business years of quantified experience data for the right strategies and benchmarking for the economy of the 21<sup>st</sup> century.

**6. Malik SuperSyntegration®:**

The revolutionary communication tool for the most difficult phases in the problem solving process: Maximum application / utilization of knowledge, opinion-forming with opinion leaders within 3 1/2 days.

**7. Malik Operations Room®:** For real time control, intelligence enhancement, decision making environment, for a review at any time and immediate actions.

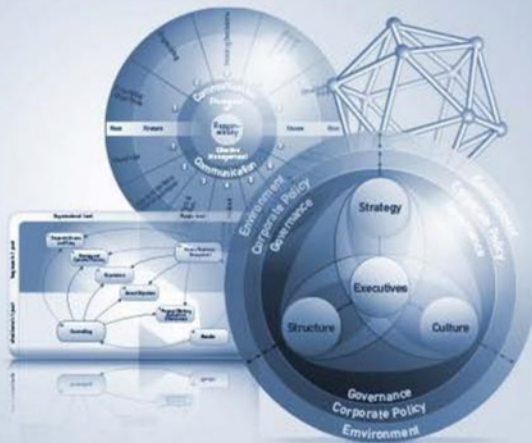
**8. Malik Viable System Model® (VSM®):**

The Brain of the Firm® – neuroscience in praxis to govern an organization.

**9. Ecopolicy®:** Learning in a playful manner how to think and act systemically in only a couple of days. The revolutionary training to understand complexity, dynamics and interconnections.

**10. Malik Management e-Learning®:**

A Malik Management training flexible in location and time offering immediate application.



Malik ManagementSystems®

Malik Academy · St. Gallen · Zurich · Vienna · Berlin · London · Toronto · Beijing · Shanghai

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