Session 1: Introduction

Q1. What two things were we trying to accomplish in Session 1 (first five models and last three models)?

Q2. What is the message of the KASH Formula?

Q3. What is the impact of the individual’s past experience in the Info-Action Diagram?

Q4. What is meant by the phrase, “Model-Netics organizes the denominator of the Stimulus Fraction”?

Q5. What is the relationship of the Experience Paradox and Fugitive Information to the Stimulus Fraction?

Q6. How does Model-Netics define management?

Q7. What are the five kinds of decisions managers must make in taking action? What is in the center?

Q8. What are the six blocks in the Management Process Cyber-Chart? What links them all back to block one (Information)?
Session 2: Change

Q1. What is the responsibility of the manager with respect to change?

Q2. What were the three or four principal messages in this session?

Q3. Why is it necessary to manage change?

Q4. What does the Change Curve say about change? Is there always a downturn?

Q5. What are the four methods described in the Change Diamond?

Q6. What are the advantages of an incremental approach to introducing change?

Q7. What is the recommendation in the Perceptual Fraction? Why 10%?

Q8. What are the problems associated with Slot Machine Management?

Q9. Do people resist change? Explain

Q10. What problems are created by the Freudian Hydraulic?

Q11. How do you North Wind a change?

Q12. What is the objective of the Change Grid? Why?
Sessions 3-4: Selection–Evaluation–Compensation

Q1. What were some of the main points in Sessions 3 and 4?

Q2. What are the four steps in the Recruiting Diamond?

Q3. What is the relationship of the Job Fusion Triangle to the model Identification?

Q4. Is the job of the manager to “identify” only at the time of initial selection or is this an ongoing responsibility? Explain.

Q5. How would you use the Job Match Diagram to help select someone?

Q6. What are the five steps in the Interview Pentagon?

Q7. How would you use the Critical Incident Procedure in an interview?

Q8. Which is more important: Failure Oriented Selection or Success Oriented Selection? Why?

Q9. If you wanted to be selected for a management position, what suggestions does the Manager Selection Diamond give you?

Q10. What can be done to prevent promoting someone to their level of incompetence?
Sessions 3-4  (continued)

Q11. What is the relationship between mobility and competence?

Q12. Why does an objective evaluation require an evaluation of traits, activities, and results?

Q13. Why is there a general tendency for people to practice Activity Avoidance?

Q14. What does Algebraic Results suggest when evaluating overall results? Why?

Q15. What is the problem described in X Is Good and Good Subordinate? What can be done to reduce or avoid this problem?

Q16. What is the problem with using your previous best experience as your evaluation standards? How can you avoid this problem?

Q17. What should you do with the Indispensable Person? How can you reduce or avoid this problem?

Q18. What is the basic message of the Compensation Scale? What are the five Rs?

Q19. What does the Compensation Fusion Triangle suggest is necessary for a fair and equitable compensation system?