



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?