

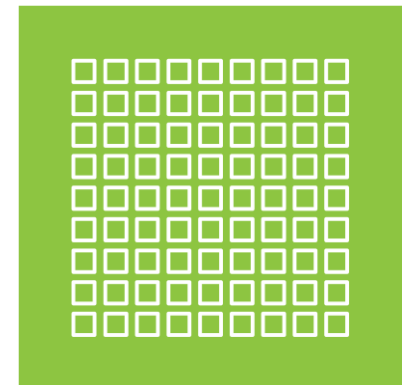
Leader as Organization Architect

Intent | Influence | Mindset | Style

JOHN LATHAM PH.D.

Organization Designer + Researcher

Baldrige in Hawaii | 2020 Conference | ASQ
Hale Koa Hotel | Honolulu, Hawaii
February 19, 2020



Leader as Organization Architect

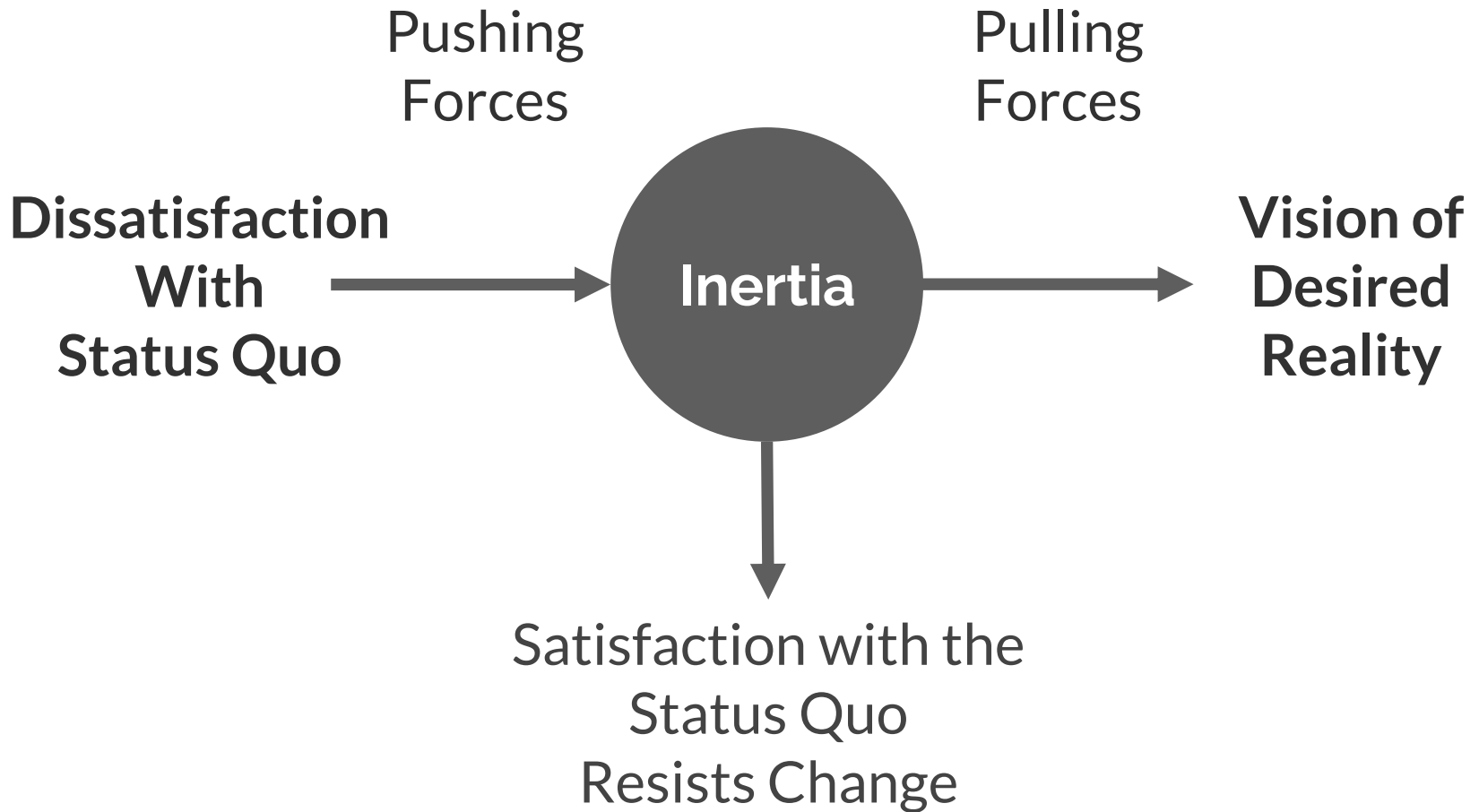
Intent




“A body at rest tends to stay at rest unless acted upon by a net force. And, a body in motion tends to stay in motion.”

Sir Isaac Newton

Pushing and Pulling Forces for Change





***“If we’re going to win the pennant,
we’ve got to start thinking we’re
not as good as we think we are.”***

Casey Stengel

Famous American Baseball Player and Manager

In it to Win It!

Excellence

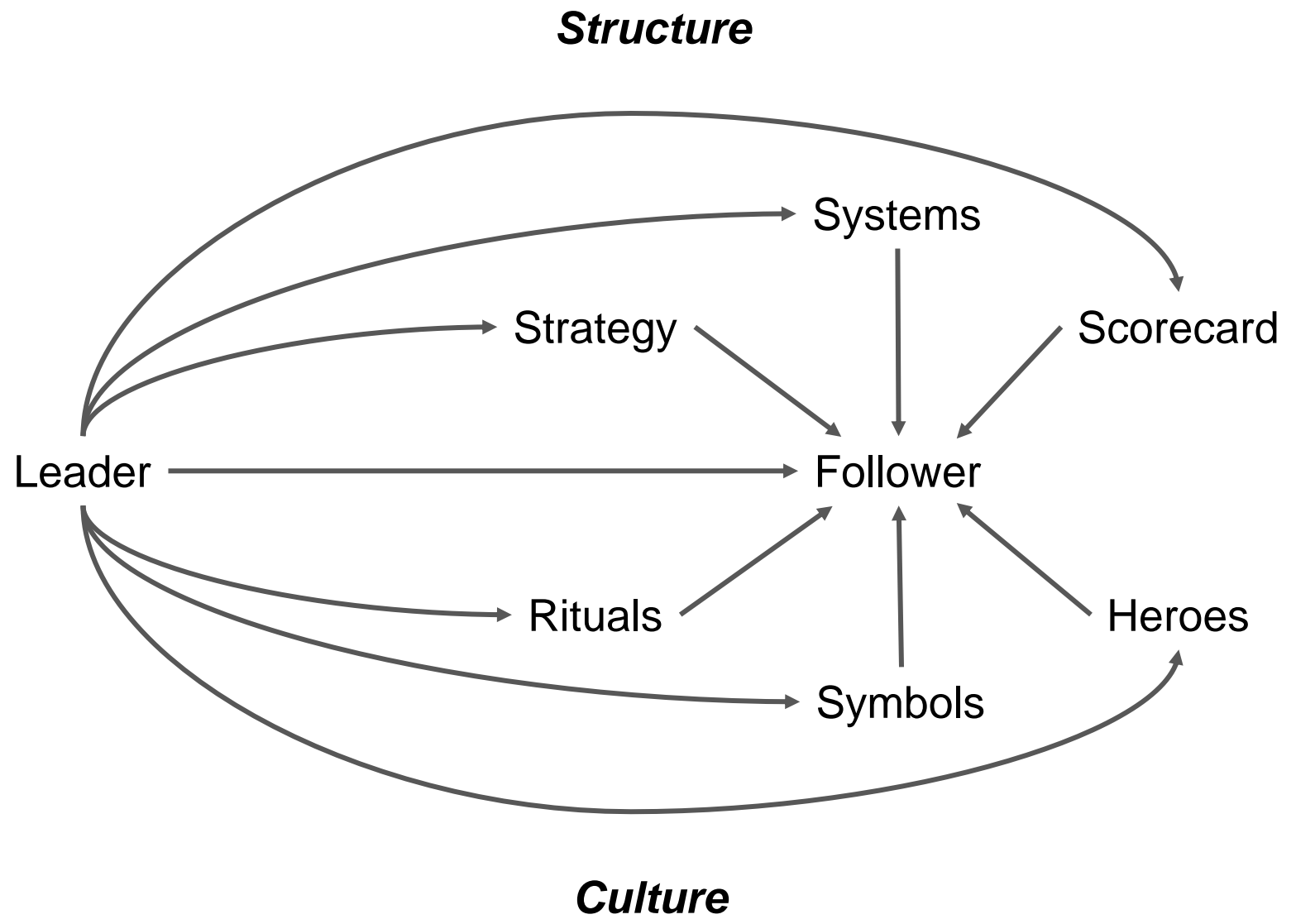
	Satisfied but with a Vision of Excellence			Dissatisfied with a Vision of Excellence	
<i>Satisfied</i>					<i>Dissatisfied</i>
	Satisfied with no Direction			Dissatisfied but no Direction	

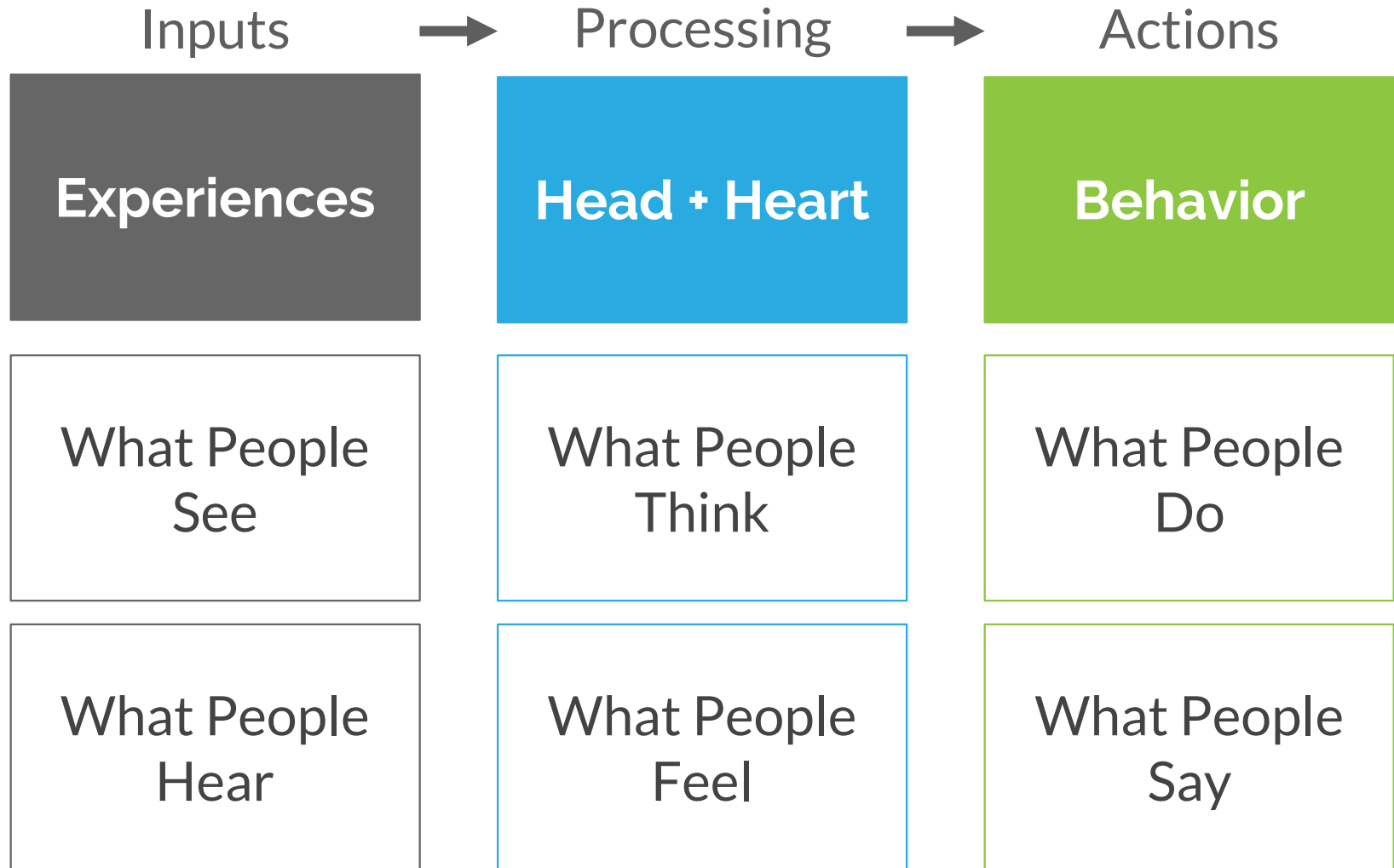
Adequate


In it Not to Lose!

Leader as Organization Architect

Influence





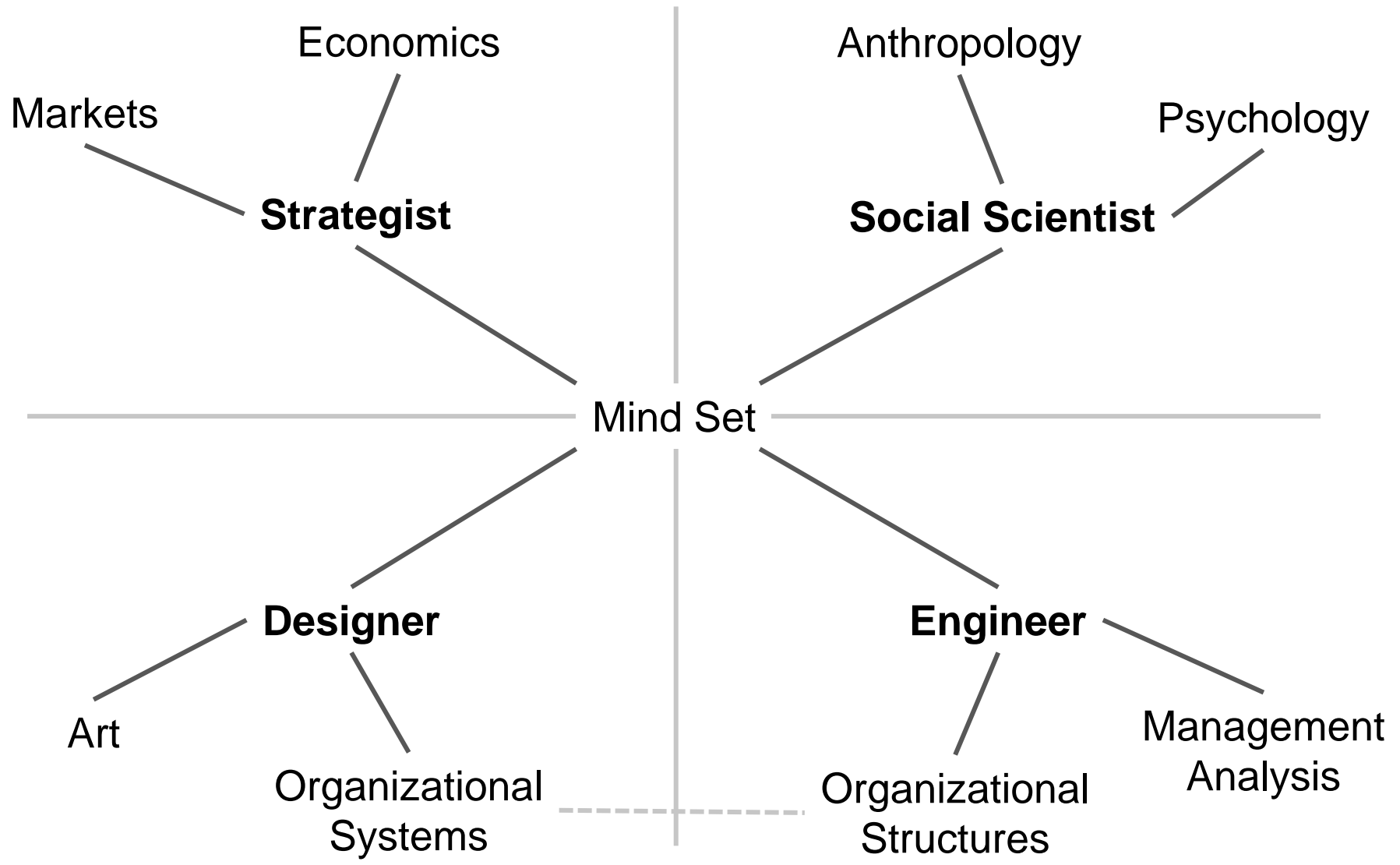


***“Even with well-developed
systems,
I still had to go in everyday and
blow up the balloon!”***

David Spong

Leader as Organization Architect

Mindset



Leader as Organization Architect

Style

**Personal
Learning**

**Respect for
People**

Collaborative

**Personal
Involvement**

Role Model

Communication

**Systems
Thinking**

Accountability

Persistent



***Be the Change
You Want to See in Your
Organization***

Mahatma Gandhi



Mahalo