

# Socio-Economic Approach to Management

Leadership for agile organizations

Undo the old management system with new methods  
 Unlock the heart of transformations with a new philosophy  
 Unleash human potential as the source of value  
 Untie nature and embrace a new lifestyle

## Why SEAM

The source of value added to an organizations lies in developing **human potential**

**The role of management**  
 Steer people toward strategic goals

- Managing people
- Interpersonal communication
- Conflict management

## Both Sides of the Coin

An efficient workplace must deal with the human side as well as the economic side.

## Hidden Costs are not on the balance sheet

Assets	Liabilities
Accounts receivable	Accounts payable
Prepaid expenses	Accrued liabilities
Cash on hand	Taxes payable
Marketable securities	Short/long term debt
Total	Total
Equity	<b>Other Costs (Hidden)</b>
Stock	<b>Wasted Time</b>
Retained earnings	<b>Wasted Money</b>
Comprehensive income	<b>Overpaying</b>
	<b>Missed Productivity</b>
	<b>Not Developing Potential</b>
	<b>Risk</b>
Total	Total

## A Whole System Change

**Organizations need to do 6 things well**

- Implementation of Strategy
- Work Conditions
- Work Organization
- Time Management
- 3C's Communication Cooperation Coordination
- Integral Training

**STOP TFW Virus**

Coaching Leaders on Change

**There are only Five Root Causes**

- Lack of Steering
- Lack of Synchronization
- Lack of Negotiation
- Lack of Cleaning UP
- Poor Information Systems

**The Trihedron**

SEAM Experts work with the whole system to affect change

All three foci are needed to build a brick house  
**Evidence-Based**

**Teaching Managers Management Tools**

- Time Management
- Priority Action Plan
- Competency Grid
- Internal External Priority Action Plan
- Strategic Piloting Logbook
- Periodically Negotiated Activity Contract

**Interventions with Groups**

- It starts at the top
- The Horivert is a combination of horizontal and vertical
- Cascades through the Org
- Every group is interviewed
- Everyone's voice is heard

## The pace and timing of the intervention

**The First Two Months**  
 Interviews with groups  
 Mirror Effect Meeting  
 Expert Opinion Meeting

**Then the group works on Projects to Reduce Hidden Costs**

**Consultants do yearly reviews to see results for Continuous Improvement**

## SEAM is Transformational

**Socially Responsible**

Balances rewards with owners, leaders, and workers  
**Systems Thinking**

## Absolute Respect = Love

**The Key**

Humane  
 Love  
 Spiritual  
 Ethical

**Actors**

- Everyone is equally important.
- No one is to blame.
- The focus is on fixing the system.

**Transformational**

## The Four-Leaf Clover

Dysfunctions  
 Structures  
 Behaviors  
 Hidden Costs  
 Economics

Many times, we tinker with structures and behaviors. This leads to dysfunctions which have hidden costs.

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