

Systems and Leadership Program

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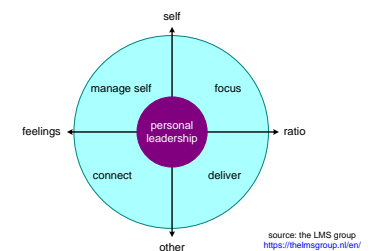
Abstract

Systems architects have to develop Leadership Competence to become more effective. The "Eye of Leadership" shows that developing both the rational and emotional side, and developing as an individual as well as in relating to others is essential.

Distribution

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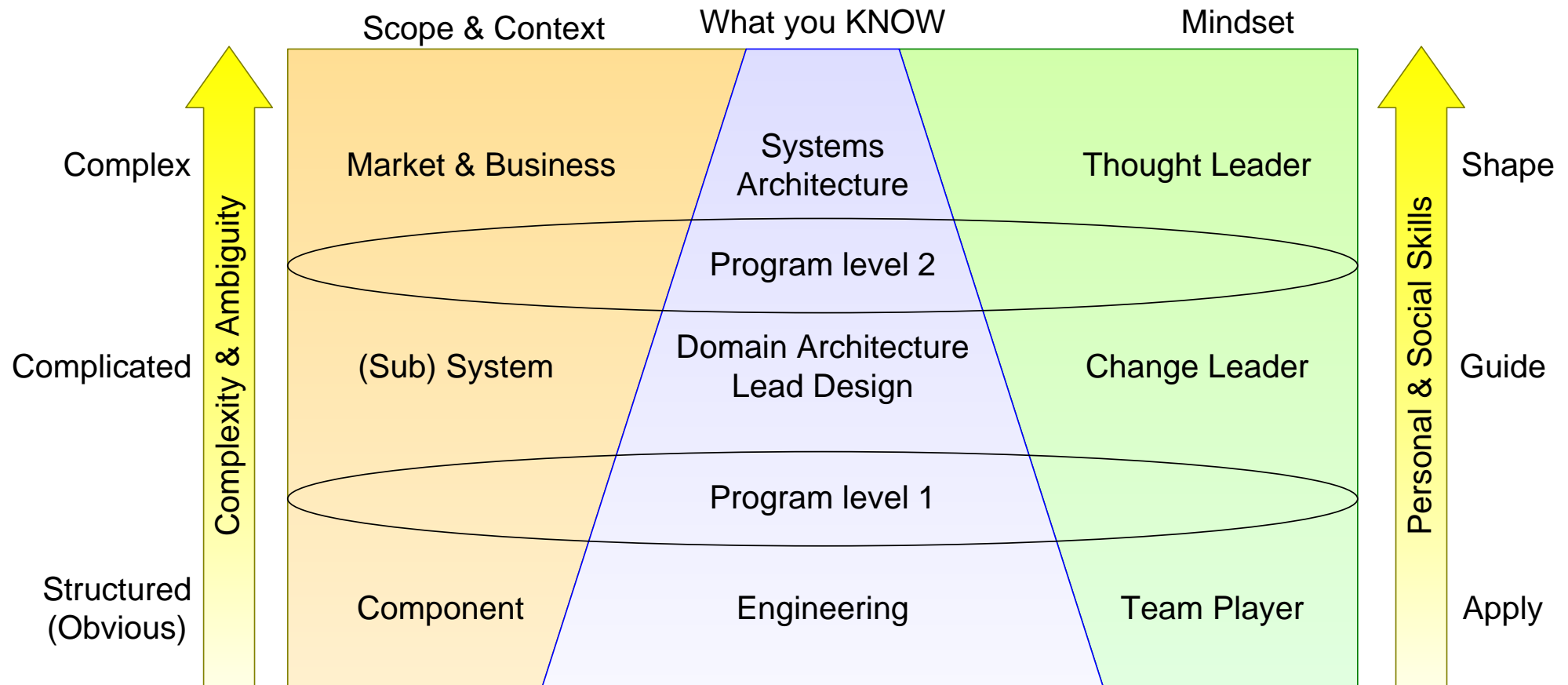
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The Systems and Leadership program, that TNO-ESI and the LMS group deliver jointly, inspired this presentation.

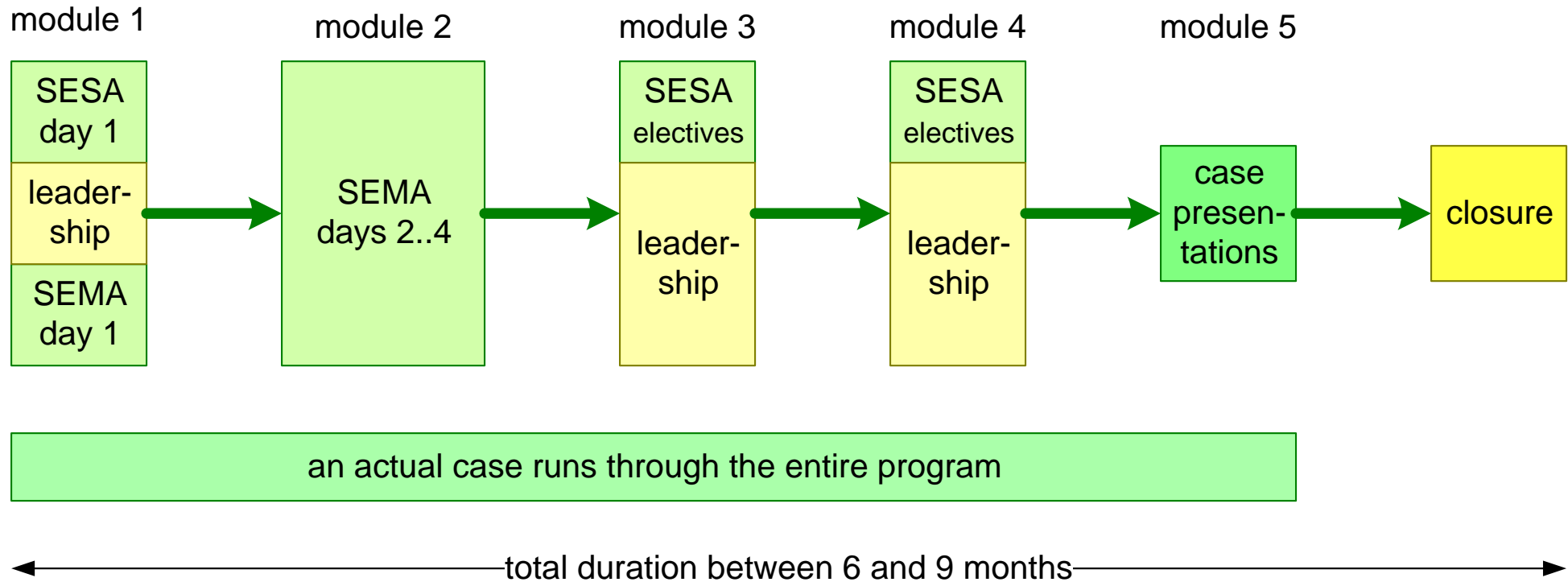
I learned much from my co-teachers Ale Riedstra and Paul Hilhorst, and from cooperating with Joris van den Aker.

Systems Architects Must Develop Leadership Competence

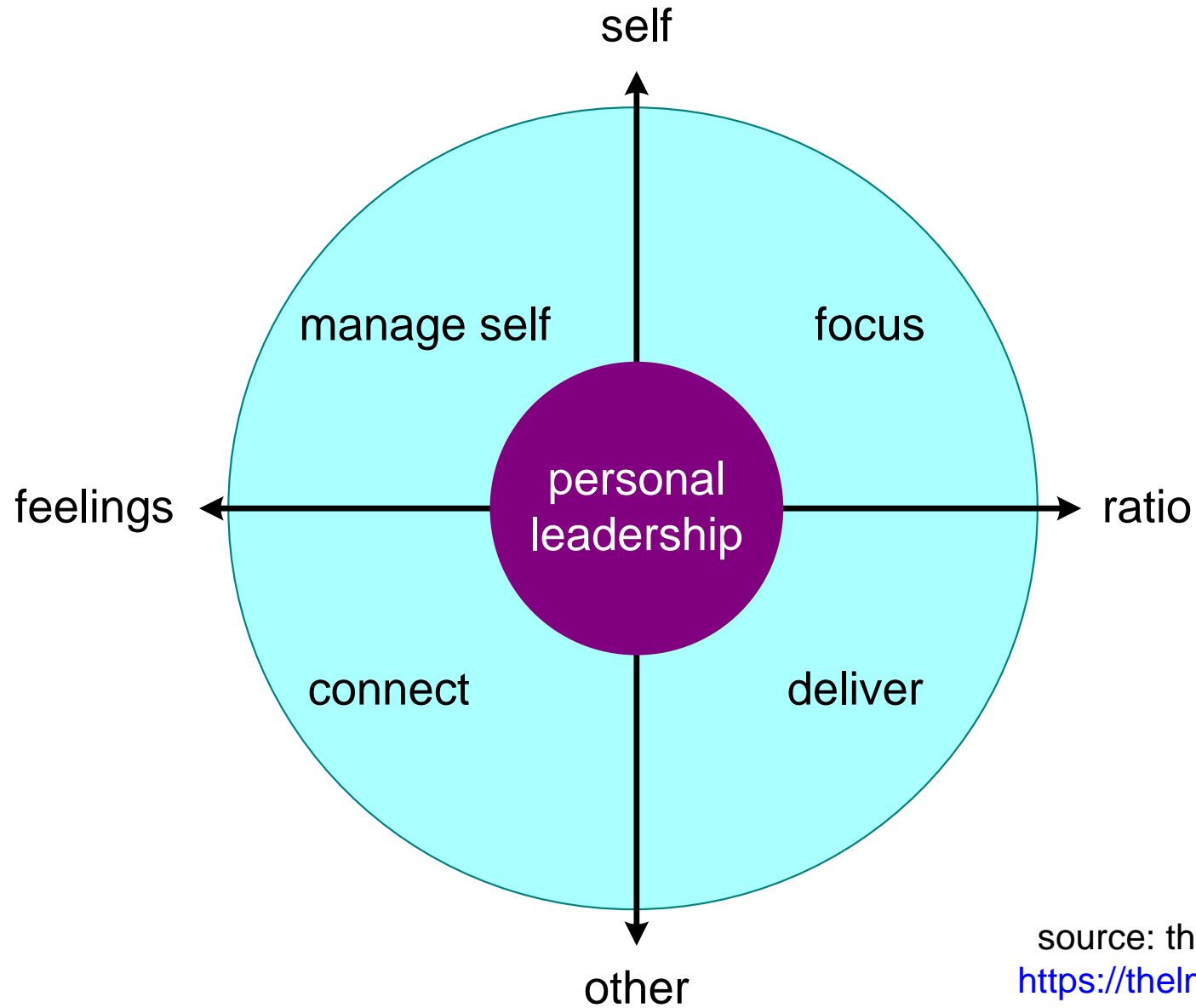


Systems Engineering Education: From Learning Program to Business Value, 2023,
 Gerrit Muller, Laura van Veen, and Joris van den Aker <https://www.mdpi.com/2079-8954/11/10/510/pdf>

The Program Schedule

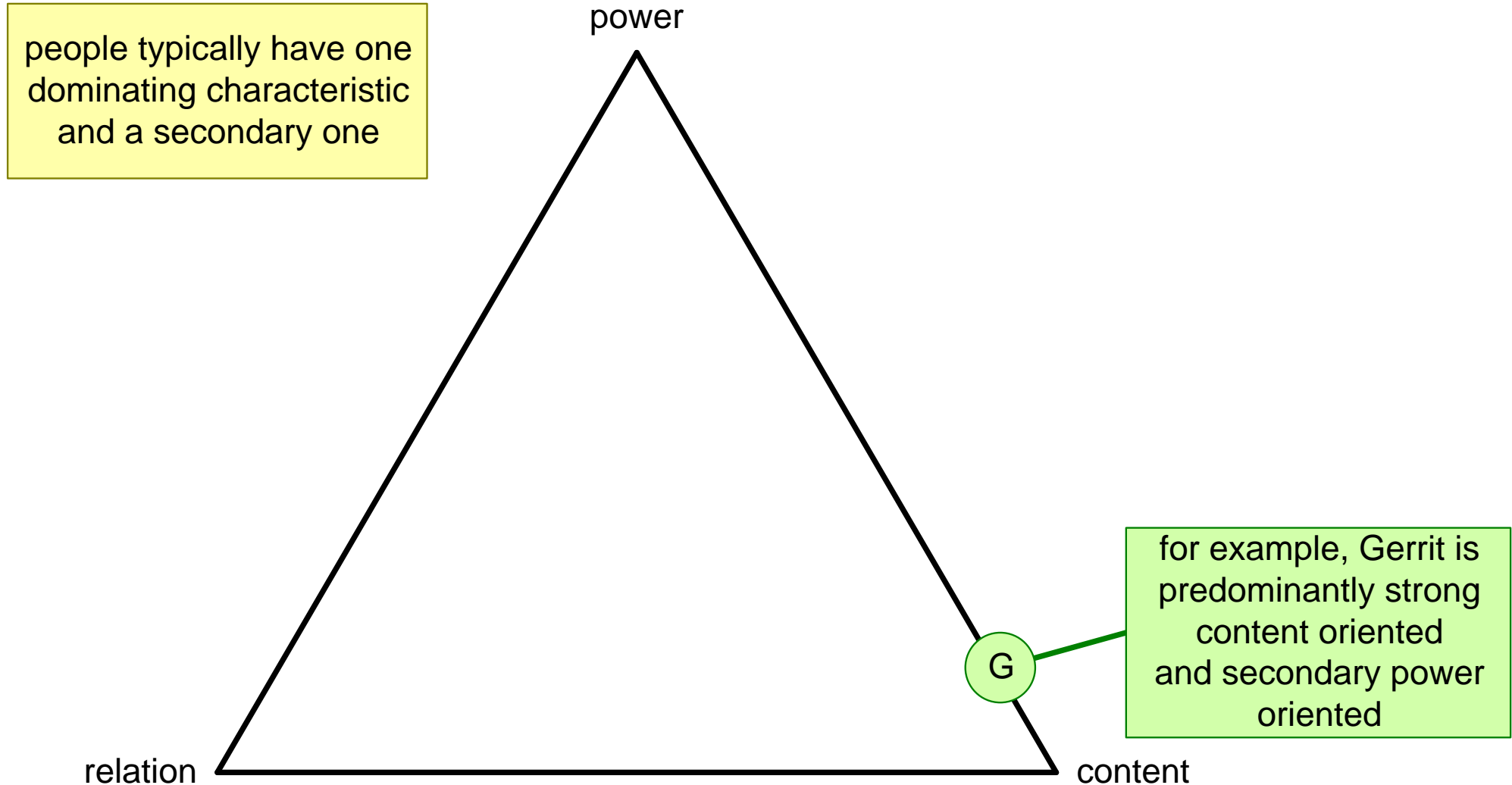


The Eye of Leadership

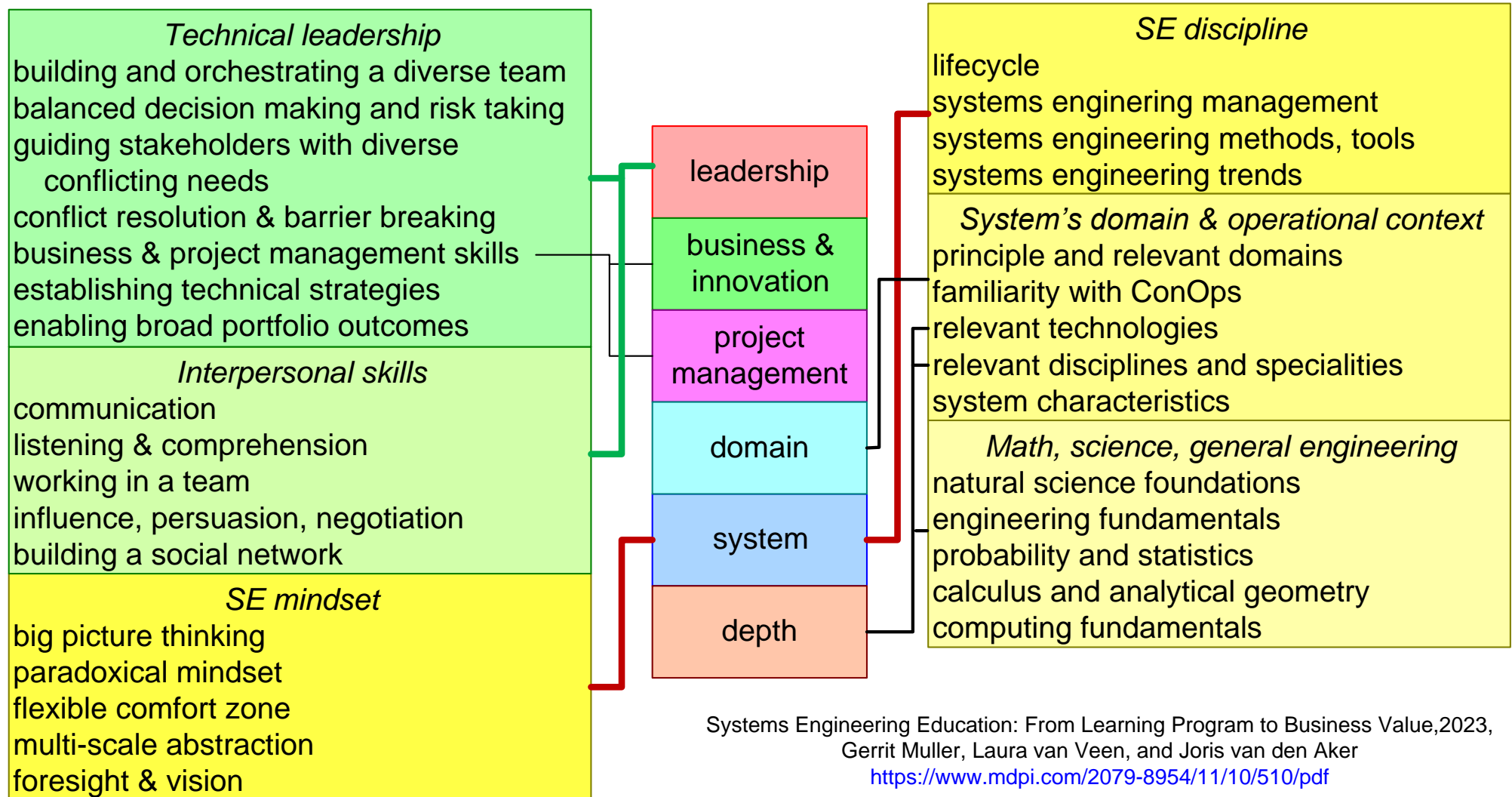


source: the LMS group
<https://thelmsgroup.nl/en/>

A Simple Personality Framework. Position Yourself!



The Helix Model is Rather Technical, Little Emotional



An Advanced Personality Framework; a Snapshot of Gerrit

Acceptance

Above the horizontal black line: these are the things that make you happy. Your combination of motivators results in a certain preferred manner of working, and you will also see and experience this as the right way. The longer the bar, the more you recognise this motivator.



Gerrit's profile in 2022



Energy balance

A white stripe above the black line means that, on balance, this motivation provides more energy than it costs.

A white stripe below the black line means that the motivator ultimately costs you more energy.

Below the horizontal black line: you will have a negative feeling about or be irritated by those aspects of value systems that interfere with your ability to do your work well and in an enjoyable manner.

Inspired by the LMS group <https://thelmsgroup.nl/en/>, based on

The Never Ending Quest: Dr. Clare W. Graves Explores Human Nature; ECLET Publishing, 2005

Spiral Dynamics: Mastering Values, Leadership, and Change; Don Edward Beck & Christopher C. Cowan; Blackwell, 1996

https://en.wikipedia.org/wiki/Spiral_Dynamics