

Organisational Frames

Technico Rationalist

Organisational Ethic:
Excellence

Leadership Image:
social architecture

Precept: Organisations exist to achieve an outcome and to solve problems

Focus: on fact-based elements, structure, and logic

Central Concepts: rules, goals, data, policies, technology, environment. maximising potential

Leadership Image:
Empowerment

Precept: Organisations exist for the benefit of people, so act from the heart

Focus: exist to serve people and relationships

Central Concepts: needs, skills, relationships

Human Resources

Organisational Ethic:
Caring

Leadership Image: advocacy and political savvy

Precept: Organisations exist to share power. Power is limited and alliances change to share power so no one group becomes too powerful

Focus: competition for power and resources

Central Concepts: power, conflict, competition

Leadership Image: Inspiration

Precept: Organisations are complex places and need symbols to reduce the complexity and be understood

Focus: meaning behind events and symbols

Central Concepts: culture, meaning, metaphor, ritual, ceremony, stories, heros

Political

Organisational Ethic:
Justice

Symbolic

Organisational Ethic:
Faith