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Toolshero - boost your skills

Welkom bij Toolshero, het wereldwijde learning platform voor persoonlijke en professionele ontwikkeling.

Toolshero ondersteunt mensen wereldwijd (**10+ miljoen bezoekers uit meer dan 100 landen**) om zichzelf te ontwikkelen door middel van een laagdrempelig en kwalitatief hoogstaand learning platform voor persoonlijke en professionele ontwikkeling. Door de toegang tot wetenschappelijke kennis praktisch en betaalbaar te maken, wordt zelfontplooiing haalbaar voor iedereen, ook voor u en uw collega's.

Toolshero deelt de theorieën die gerenommeerde wetenschappers en praktijkhelden (heroes) hebben voortgebracht in de vorm van samengevatte en geciteerde artikelen, verrijkt met modellen, werkbladen, templates en video's. Dagelijks publiceert Toolshero deze theorieën met een bereik in meer dan 100 landen. Hiermee is het een onmisbaar platform voor educatie en zelfontplooiing.

Toolshero telt op dit moment meer dan 1000 praktische wetenschappelijke artikelen, templates en video's over o.a.: Management, Psychologie, Leiderschap, Strategie, Besluitvorming, Marketing, Personeelsbeleid, Financieel management, Kwaliteitsmanagement, Verandermanagement, Communicatie en meer.

Toolshero biedt deze kennis aan op een Nederlands, Engels en Spaanstalig platform.

Cijfers

Vanuit ons kantoor in Rotterdam werken wij met veel passie aan de groei van het platform met nieuwe content om hiermee wereldwijd mensen te bereiken. Op het platform kunt u met diverse presentatiemogelijkheden voor uw organisatie onze bezoekers bereiken. Hierbij onze cijfers:

Toolshero.nl			
Beschrijving	Aantal	Beschrijving	Aantal
Bezoekers per maand	100.000	Digitale nieuwsbrief leden	3.000
Pageviews per maand	150.000	Social media	2.000

Toolshero.com			
Beschrijving	Aantal	Beschrijving	Aantal
Bezoekers per maand	500.000	Digitale nieuwsbrief leden	7.000
Pageviews per maand	750.000	Social media	30.000

Publicatie onderzoek

Wij willen onderzoekers, wetenschappers en docenten ondersteunen met de promotie van hun onderzoeken en theorieën. U kunt de samenvatting van uw onderzoek promoten in Nederland en voor onze internationale bezoekers in ruim 100 landen. Het tarief voor een onderzoekspublicatie is € 1.500 exclusief BTW. Wanneer u meerdere onderzoeken per jaar wilt publiceren, dan bieden wij een staffelkorting aan.

Naast het promoten van onderzoek kunt u ook voor € 1.500 een autobiografiepage promoten. Onderzoeksorganisaties kunnen tevens als kennispartner meerdere onderzoeken per jaar publiceren en krijgen dan een eigen overzichtspagina met publicaties. Onze redactie maakt een pagina voor uw onderzoek met ondersteunende visuals aan mediawaarde. De pagina loopt mee in de contentstroom van Toolshero (homepage, nieuwsbrief en social media) en blijft online zolang u dit wilt.

Publicatie onderzoek			
Beschrijving *	Periode	Korting	Bedrag per pagina
2 -10 onderzoeken	onbeperkt	20%	€ 1.200
10 - 25 onderzoeken	onbeperkt	30%	€ 1.050
26 - 100 onderzoeken	onbeperkt	40%	€ 900
> 100 onderzoeken	onbeperkt	50%	€ 750
* Zie voorbeelden van publicaties in de bijlage			

- ✓ Titel van maximaal 10 woorden
- ✓ Introductietekst van maximaal 10 zinnen
- ✓ Artikel van minimaal 1.800 woorden
- ✓ U kunt een aantal links in het artikel opnemen
- ✓ Headerafbeelding, logo en extra afbeelding in .GIF, .JPG, .PNG of .PSD

Alle tarieven in dit document zijn exclusief BTW.

Meer informatie

Met Toolshero ondersteunen wij u graag om uw onderzoek te promoten onder onze vele bezoekers. Wanneer u meer informatie over de mogelijkheden of een offerte wilt ontvangen, dan kunt u ons altijd geheel vrijblijvend bellen of mailen. Wij staan u graag te woord.

Met vriendelijke groet namens het Toolshero team,

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Home Change Management Leavitt's Diamond

Leavitt's Diamond


f t e -



This article provides a practical explanation of the **Leavitt's Diamond**. After reading, you will have a basic understanding of this powerful **change management** tool.

What is the Leavitt's Diamond?

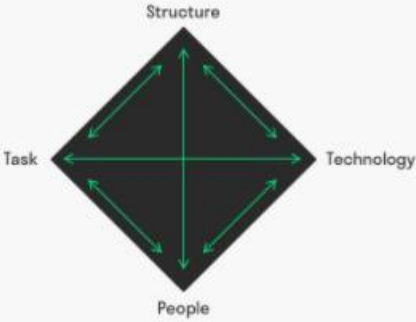
Leavitt's Diamond or the Leavitt Business Diamond is a model that can be applied to and used for change management. It gives insight into a company's critical success factors and was developed in the early 1970s by the American professor and organisational psychologist Harold Leavitt. According to the Leavitt Diamond Model, the success factors required to accomplish change are Structure, Tasks, People, and Technology. In the model, these four factors are placed in a square shape and interconnected, thus creating a diamond shape. This is what the model owes its name to. There are other comparable business models shaped like a diamond, the best known of which are those by Michael Porter and Edward Lawler III.



Leavitt's Diamond: four Components

The Leavitt's Diamond model consists of four components, which Leavitt calls the most important factors in an organisation's success. The four components are mentioned below. Moreover, it is indicated what a particular change in each of them causes in the other three:

Leavitt's Diamond toolshero



The diagram illustrates the Leavitt's Diamond model. It features a central diamond shape with four vertices. At the top vertex is the word 'Structure', at the bottom is 'People', on the left is 'Task', and on the right is 'Technology'. Double-headed arrows connect each vertex to its adjacent neighbors, forming a complete graph of four nodes. The entire diagram is set against a light gray background within a white-bordered box.





Publicatie autobiografie


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Home Toolshero Harold Leavitt

Harold Leavitt



Harold Leavitt (Harold Jack Leavitt, 14 January 1922 – 8 December 2007) was an American expert and pioneer in the field of management psychology, lecturer, and author. He is internationally known for his concept '**Leavitt's Diamond**', which is sometimes also referred to as Leavitt's System Model. It is a concept that can be used to analyze the effects of organizational strategies. Harold Leavitt additionally authored 'Managerial Psychology,' which is today translated in more than eighteen languages and still used by students around the globe who study organizational behavior.

Biography Harold Leavitt

Harold Leavitt was born in Lynn, Massachusetts. He grew up in a large family consisting of a household of thirteen family members. Harold Leavitt first studied at **Harvard University**. This is where he obtained his bachelor's degree in 1943. Harold was, no matter what, driven to continue studying. After he finished his program at Harvard, Harold Leavitt immediately put in all effort to follow a master's program. As a consequence, Harold applied at Brown University, another leading university in the United States, where Harold Leavitt later obtained his master's degree. Earning his master's degree was not enough for Harold Leavitt, because shortly after, he went to the Massachusetts Institute of Technology. It was in 1949 when Harold Leavitt earned a doctorate in industrial economics.

Harold Leavitt started his career as a professor. In his time as a professor, Harold was additionally researching elements of management psychology. For example, he was continually researching personalities of leaders, how group members communicate with each other, how group decisions are made, and what the effects of hierarchical structures are on organizations as a whole.

The performed research of Harold Leavitt was not executed solely by himself. During his time as a professor, Harold Leavitt closely collaborated with his exceptional students. As a result of the human resources, Harold Leavitt conducted experiments to test his findings. His publications are published in textbooks but also in various academic journals and business presses, such as The Journal of Psychology, Harvard Business Review, California Management Review, Oxford University Press, and Journal of Consulting Psychology.


Harold Leavitt's publications were moreover concerned with how to create a great place to work where employees are engaged, feel valued, and thus, provide results that go beyond expectations. Examples of his books include but are not limited to Corporate Pathfinders, Hot Groups, and Top Down: Why hierarchies Are Here to Stay and How to Manage them More Efficiently.

His research was a life-long research, and since he lectured at different universities, his research was ongoing. Harold Leavitt taught at the University of Chicago, the Rensselaer Polytechnic Institute, Carnegie Mellon University, and Stanford University. In this time, Harold Leavitt recorded, accumulated, and analyzed his findings. He was the first and thus, the pioneer, who identified that understanding the organizational environment is crucial to understand organizational behavior.

His view and thoughts about management psychology were worldwide demanded. It was for this reason also not rare that he traveled around the world to provide presentations and share his findings.

Harold Leavitt's research positively influenced MBA program curriculums, which led to new programs that were designed based upon the latest information. The study of Harold Leavitt has consequently impacted educational systems but also business management.

Harold Leavitt had a positive personality and a proactive working attitude. His leadership style was an example for others. His colleagues and partners stated that Harold was a kind person, and it was nice to be surrounded by him. Harold was also known for his love for events. According to the people who he was surrounded by, Harold



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CHANGE MANAGEMENT MAY 29, 2020 EDIT
In managing strategic change Noel Tichy refers to the implementation of the TPC model, the technical, political and cultural dynamics.

Behavioural Science Approach to management
CHANGE MANAGEMENT MARCH 6, 2020 EDIT
The behavioural science approach of management is focused on the psychological and sociological processes (attitude, motivations, and group dynamics) that influence employee performances. While the classic approach is focused on the work done by employees, the behavioural approach focuses on the employees themselves.

Overcoming Cultural Barriers to Change
CHANGE MANAGEMENT FEBRUARY 20, 2020 EDIT
Overcoming Cultural Barriers to Change deals with how cultural barriers can be removed in pursuing of change.

Strategic Change
CHANGE MANAGEMENT DECEMBER 4, 2019 EDIT
Strategic change is the implementing of changes to important characteristics of a business, for instance in response to new market threats or opportunities.

Reorganisation
CHANGE MANAGEMENT NOVEMBER 29, 2019 EDIT
Reorganisation is the process of reorganising an organisation facing financial difficulty in order to revitalise it.

After Action Review (AAR)
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After Action Review (AAR) is a method to assess a project or activity that allows both leaders and employees to discover and learn what happened and why.

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