

# PARADIGM SHIFTS IN THE 21<sup>ST</sup> CENTURY

Old assumptions	New assumptions in the 21 <sup>st</sup> Century
Management = Business Management	Management principles apply to all organizations.
There is (or should be) 1 right organization structure.	Organization is a tool; find one that fits the task.
There is (or should be) 1 right way to manage people.	Don't manage people; lead them to improve their performance.
Technologies, markets and end-users are fixed/given.	Technologies, users and information crisscross across industries.
Management's scope is legally defined.	Management's scope is operationally defined.
National boundaries define your economic boundaries.	National boundaries are a constraint but don't define your economic boundaries.
Management is internally-focused.	Management involves everything that affects the organization's results.

# Management Challenges For The St Century



**CO Houle**

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