

Valerie
Frederickson
& Company
An HR Services Firm



Designing HR's Greatest Impact at Each Stage of the Corporate Life Cycle

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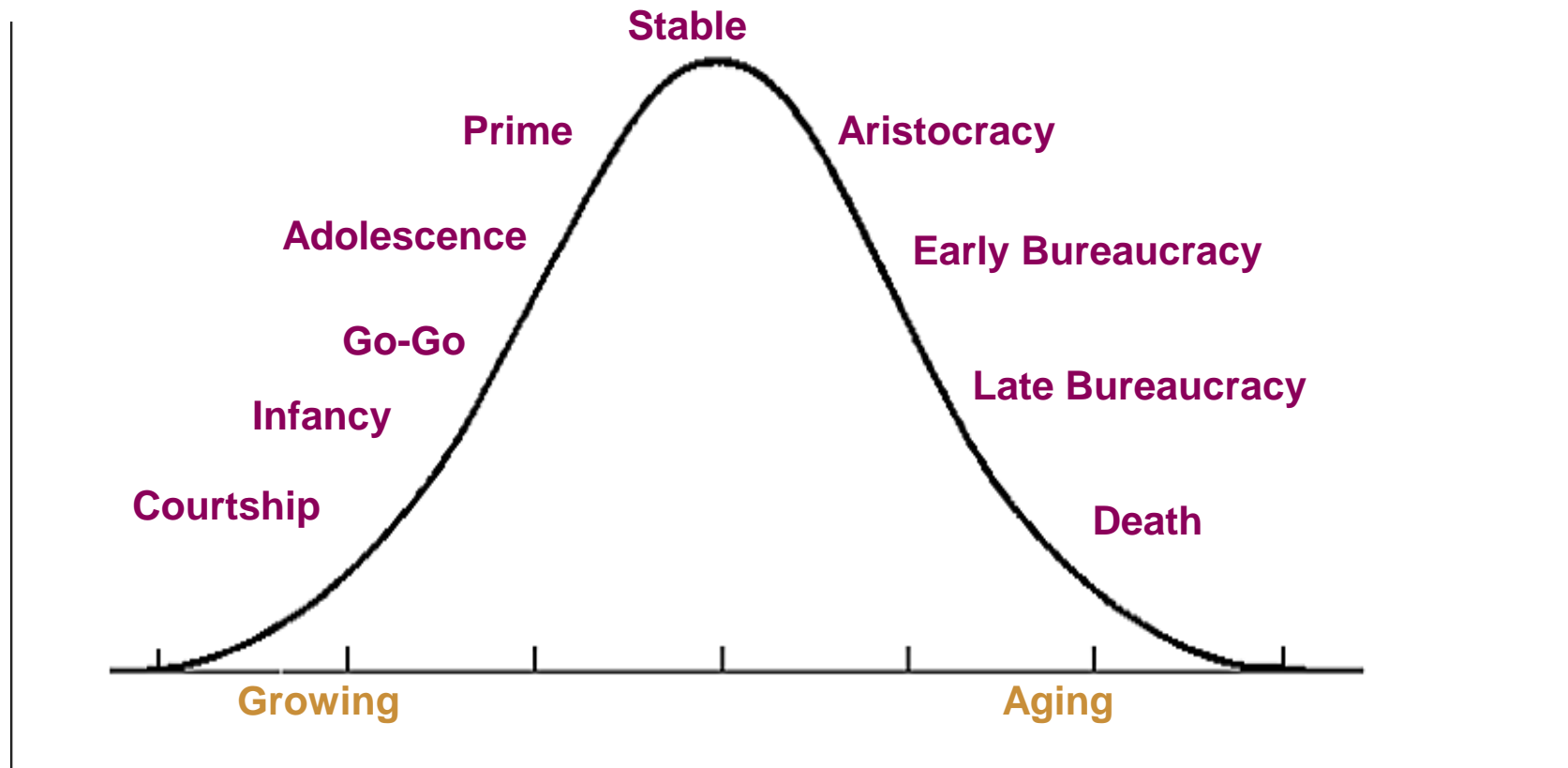
HR Consulting

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Adizes' Organizational Life Cycles





COURTSHIP

COOKI2HUB



INFANCY



GO-GO

ADOLESCENCE





PRIME

A photograph of a Black woman and a Black man in business attire shaking hands. The woman, on the left, is wearing a grey blazer over a white top and a pearl necklace. She has short black hair and is smiling broadly, looking towards the man. The man, on the right, is wearing a dark suit, a white shirt, and a red tie. He has white hair and a beard, and is also smiling, looking towards the woman. They are in a professional setting, possibly an office or conference room, with a blurred background. The word "STABLE" is overlaid in the center of the image in a bold, purple, sans-serif font.

STABLE



ARISTOCRACY

A woman with brown hair and wide, blue eyes is looking directly at the camera with a shocked or overwhelmed expression. She is surrounded by a massive, chaotic pile of papers and several large, red-ring binder folders. The papers are stacked high, reaching up to her head, and the binders are open, showing more papers inside. The background is a plain, light-colored wall.

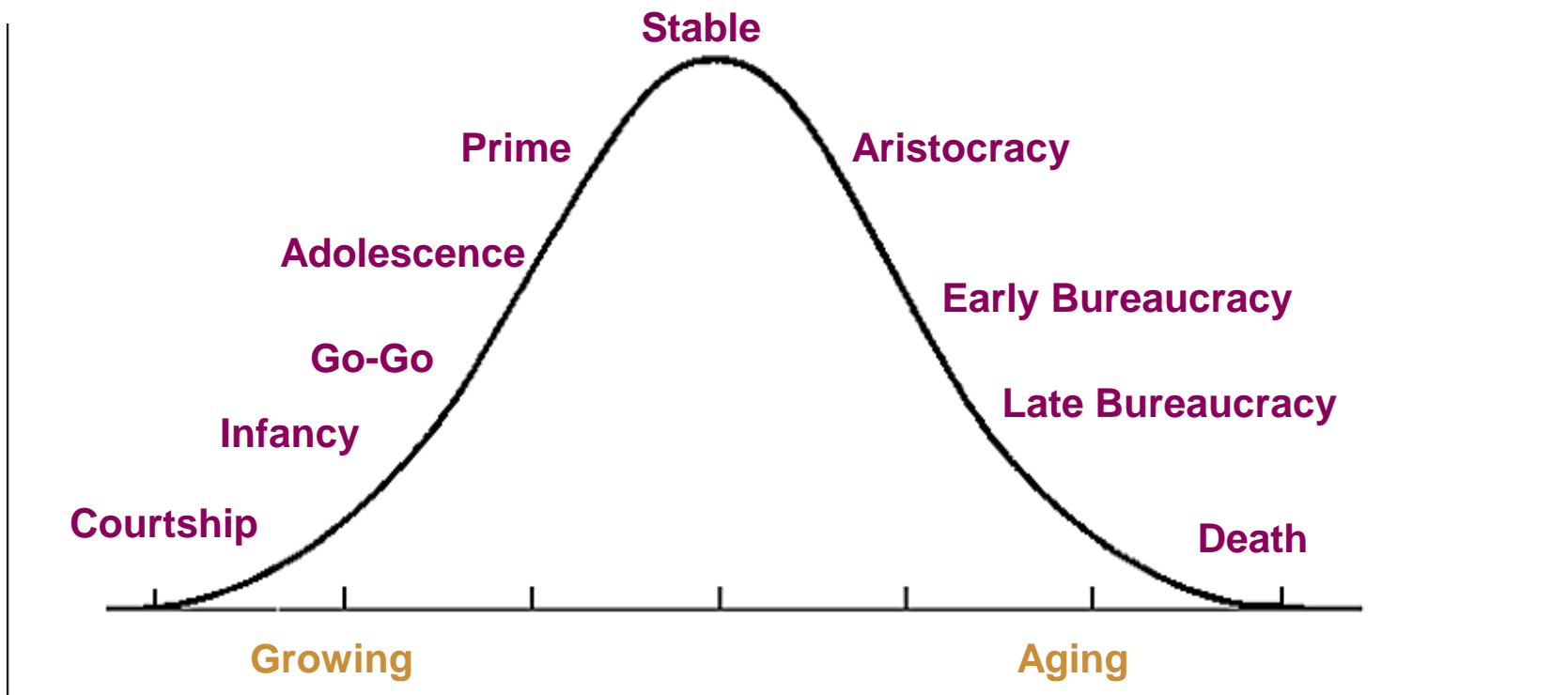
EARLY BUREAUCRACY

A man with short dark hair, wearing a white t-shirt and blue jeans, is lying on his back on a brown corduroy couch. He has his eyes closed and his mouth slightly open, appearing to be asleep. His right arm is extended downwards, holding a black remote control. His left hand is resting on his lap. The couch has large, tufted cushions with a fringed edge. The word "BUREAUCRACY" is superimposed in large, bold, magenta capital letters across the center of the image, partially covering the man's torso.

BUREAUCRACY



HR disciplines at each stage





Focus on SWOT & alignment.



Don't create structure or harm creative process.



Facilitate clarification around tasks and roles



Convert turf wars to productivity. Counsel early employees who complain about changes.



Institutionalize entrepreneurialism through pay .



Drastically simplify or throw away your system altogether.



Focus on individual groups or divisions that hit their goals and outperform.



**Focus on defense: soften unfair firings with generous packages,
personal networking.**









Reference

For more information on Organizational Lifecycles, visit Faust Management Corporation (www.faustmanagement.com) for:

1. Online courses on management roles, styles, lifecycle and driving to prime to help you understand and take charge of your lifecycle progress
2. Organizational Assessment tools that provide you with precise data on lifecycle position, scores on lifecycle warning factors and eleven future success predictors, and identification of the specific strengths and weaknesses that are driving the current and coming lifecycle positions.

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