

Management

The Baking Tin Theory



Dr. Leigh

Management Baking Tin Theory

Understanding People and Organisations

At both the personal (psychological) and group (sociological) levels human beings need:

- Structure to contain and direct their activity;
 - Skills, Talents and Knowledge; and
- Cohesion to tie the skills, talents and knowledge together within oneself and between human beings.



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To Bake a Cake, you need ingredients and a recipe. But first, you need a place to put those ingredients ... you need a **BAKING TIN**. For people the tin is called the organisation. For an individual, it is purpose and context.

Key Result Areas i.e. Key Performance Indicators, Goals and Targets along with rules, guideline and governance (goals in themselves) become the container ... the baking tin.



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Into the tin you
mix your
ingredients

Skills Talents,
Knowledge and
experience are
your key
ingredients



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Finally, you need egg and milk to bind the ingredients together.

Values Based Behaviours are the keys to bind together the talents of groups and individuals.

It is through values that we unite the best of what we can be.



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Finally, you must cook the cake, so put it over a fire.

Do not cook for too long as you will burn the cake, but a little bit of fire is essential and this is true for individuals, groups, teams and organisations.

NOTE: Leaders MUST light fires under people occasionally!



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**Dr. Leigh can help you light the right kind of fire and
“Bake Your Cake”**

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development,**

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