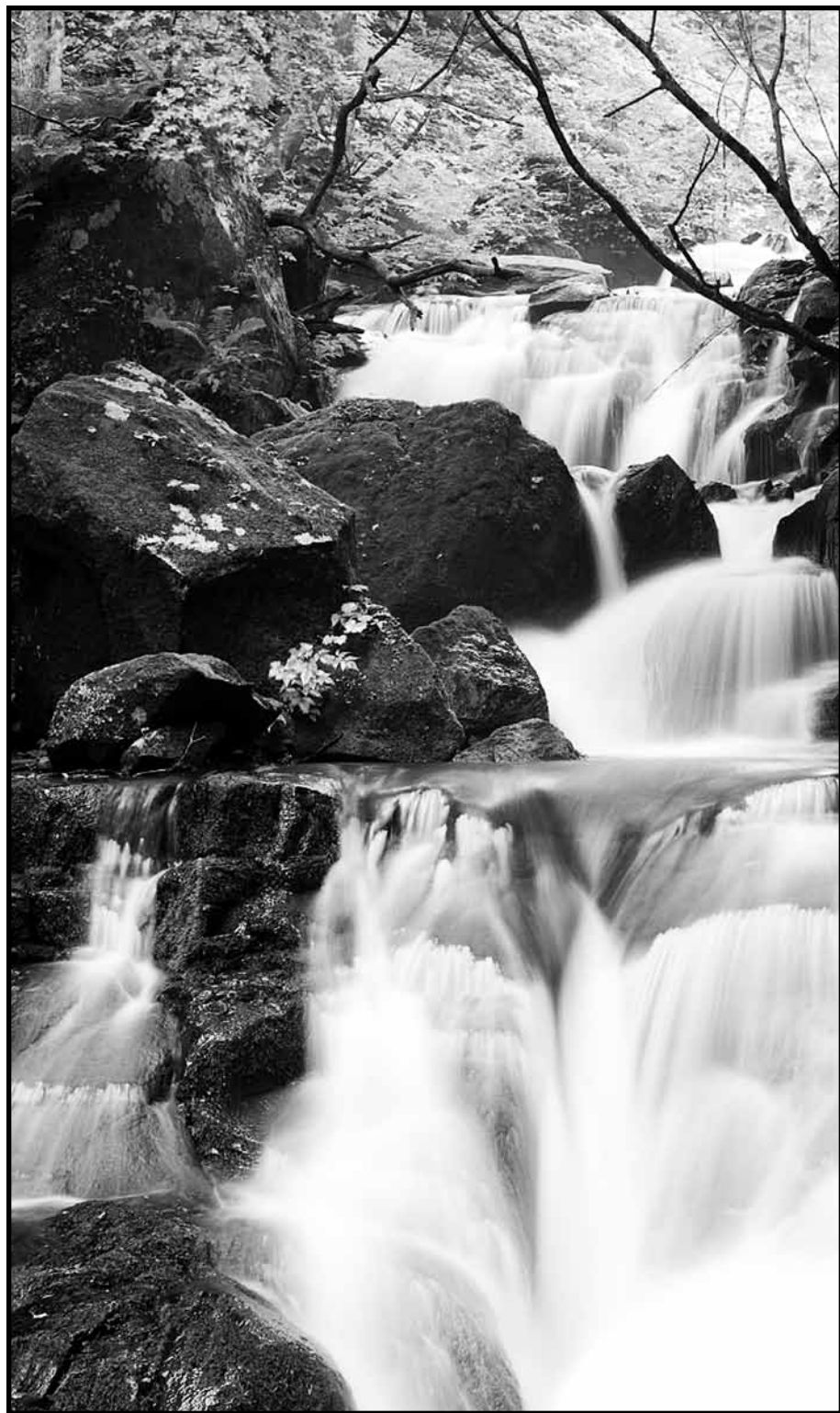


CHAPTER 2

# Managing/Supervising/Leadership





## Nature

**W**ater flowing downhill follows the path of least resistance.

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## Business Lesson

**R**obert Fritz, in his book *The Path of Least Resistance for Managers* (1999) proposes that the energy of an organization travels down the path of least resistance. And if an organization is not realizing the results it is seeking, management can redesign the organizational structure and redirect the flow in the direction they want it to go. In his “nine laws of organizational structure” Fritz suggests that while change initiatives within a company may appear to be successful, if an organization’s structure remains unchanged its behavior will revert to its previous behavior. So if your company isn’t achieving the results you’re after, maybe it’s the underlying structure that’s keeping you from advancing. Maybe it’s time to create a new path of least resistance.