

# THE ADIZES MODEL

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- ▶▶ **The Producer:** Organizations exist to produce results. The results being produced may vary depending on the organization, but they all exist in order to satisfy customer needs. The Producer is typically very delivery focused. They work long hours to 'do it now' and tend to believe that hard work solves everything.
- ▶▶ **The Administrator:** While the Producer focuses on what to do, the administrator focuses on how things should be done. The administrator undertakes activities that are directed at getting things organized, planned, scheduled, systematized, and generally under control by capturing the learning curve about how to do things right in processes, procedures, and systems.
- ▶▶ **The Entrepreneur:** Entrepreneurs embrace change and inspire those around them. They are focused on creating new opportunities or responding to threats. Entrepreneurs are more willing to believe in visions and take significant risks, whilst using story-telling and other techniques to bring others along with them.
- ▶▶ **The Integrator:** Integrators are reliable, trustworthy, warm, and caring. The Integrator role focuses on the development of teams who can make the organization efficient over the long term. Integrator Managers often develop persistent cultures of mutual trust and mutual respect.

Source [adizes.com](http://adizes.com)