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Toolshero supports people worldwide (**10+ million visitors from 100+ countries**) to empower themselves through an easily accessible and high-quality learning platform for personal and professional development. By making access to scientific knowledge simple and affordable, self-development becomes attainable for everyone, including you and your colleagues.

Toolshero shares theories of world-renowned scientists (heroes) in the form of summarized and cited presentations, enriched with models, worksheets, templates and videos. These theories are published on a daily basis with a reach of more than 100 countries, making Toolshero an indispensable platform for education and self-development.

At this moment, Toolshero offers more than 1000 practical scientific articles, templates and videos on a wide range of topics: Management, Psychology, Leadership, Strategy, Decision-Making, Marketing, Human Resources, Financial Management, Quality Management, Change Management, Communication and more.

Toolshero offers this knowledge on a Dutch, English and Spanish platform.

Numbers

From our head office in Rotterdam, our team passionately works on the growth and new content of our platform, in order to serve our worldwide audience. There are several ways to present your organization on our platform to reach our visitors. These are our numbers:

Toolshero.nl			
Description	Amount	Description	Amount
Monthly visitors	100,000	Members digital newsletter	3,000
Monthly pageviews	150,000	Social media	2,000

Toolshero.com			
Description	Amount	Description	Amount
Monthly visitors	500,000	Members digital newsletter	7,000
Monthly pageviews	750,000	Social media	30,000

Research publication

We want to support researchers, scholars and professors worldwide in the promotion of their research and theories. You can promote the summary of your research both in the Netherlands and internationally, among our visitors in more than 100 countries. The rate for a research publication is € 1,500 excluding taxes. If you would like to publish more than one research per year, we offer discount packages.

Aside from your research you can also promote an autobiography page for € 1,500. Research organizations can furthermore publish several researches a year as a knowledge partner and will then receive their own overview page with publications. Our editorial staff will create a page for your research with supporting visuals of media worth. The page will be part of the Toolshero stream of content (homepage, newsletter and social media) and remain online for as long as you wish.

Research publication			
Description *	Period	Discount	Rate per page
2 -10 researches	unlimited	20%	€ 1,200
10 - 25 researches	unlimited	30%	€ 1,050
26 - 100 researches	unlimited	40%	€ 900
> 100 researches	unlimited	50%	€ 750
* See appendix for publication examples			

- ✓ Title of 10 words maximum
- ✓ Introduction of 10 sentences maximum
- ✓ Article of 1,800 words minimum
- ✓ You may incorporate a few links in the articles
- ✓ Header image, logo and extra image in .GIF, .JPG, .PNG or .PSD

All rates in this document are exclusive of taxes.

More information

At Toolshero we love to support you in the promotion of your research amongst our large audience. When you would like more information on the possibilities or request a quote, you can always call or email us, without any obligation. We are happy to help.

With kind regards on behalf of the Toolshero team,

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Leavitt's Diamond


f t e -



This article provides a practical explanation of the **Leavitt's Diamond**. After reading, you will have a basic understanding of this powerful **change management** tool.

What is the Leavitt's Diamond?

Leavitt's Diamond or the Leavitt Business Diamond is a model that can be applied to and used for change management. It gives insight into a company's critical success factors and was developed in the early 1970s by the American professor and organisational psychologist Harold Leavitt. According to the Leavitt Diamond Model, the success factors required to accomplish change are Structure, Tasks, People, and Technology. In the model, these four factors are placed in a square shape and interconnected, thus creating a diamond shape. This is what the model owes its name to. There are other comparable business models shaped like a diamond, the best known of which are those by Michael Porter and Edward Lawler III.




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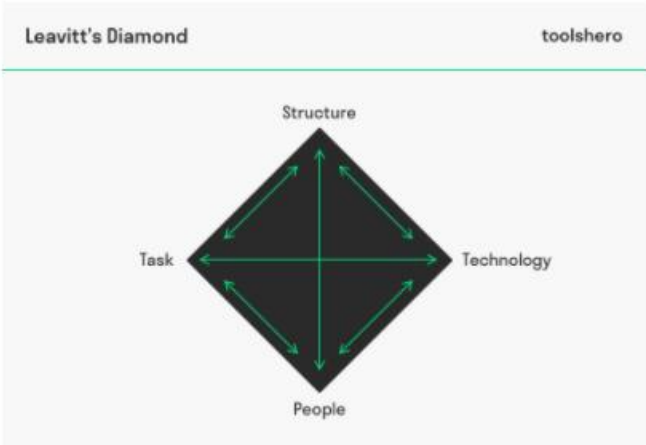
- Tal Ben-Shahar's Happiness Model
- Spiritual Engagement
- Responsibility Assignment Matrix (RAM)
- Pirate Funnel : AARRR Framework
- Return On Investment (ROI)



Leavitt's Diamond: four Components

The Leavitt's Diamond model consists of four components, which Leavitt calls the most important factors in an organisation's success. The four components are mentioned below. Moreover, it is indicated what a particular change in each of them causes in the other three:

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Publication autobiography

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Harold Leavitt

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Harold Leavitt (Harold Jack Leavitt; 14 January 1922 – 8 December 2007) was an American expert and pioneer in the field of management psychology, lecturer, and author. He is internationally known for his concept '[Leavitt's Diamond](#)', which is sometimes also referred to as Leavitt's System Model. It is a concept that can be used to analyze the effects of organizational strategies. Harold Leavitt additionally authored 'Managerial Psychology,' which is today translated in more than eighteen languages and still used by students around the globe who study organizational behavior.

Biography Harold Leavitt

Harold Leavitt was born in Lynn, Massachusetts. He grew up in a large family consisting of a household of thirteen family members. Harold Leavitt first studied at [Harvard University](#). This is where he obtained his bachelor's degree in 1943. Harold was, no matter what, driven to continue studying. After he finished his program at Harvard, Harold Leavitt immediately put in all effort to follow a master's program. As a consequence, Harold applied at Brown University, another leading university in the United States, where Harold Leavitt later obtained his master's degree. Earning his master's degree was not enough for Harold Leavitt, because shortly after, he went to the Massachusetts Institute of Technology. It was in 1949 when Harold Leavitt earned a doctorate in industrial economics.

Harold Leavitt started his career as a professor. In his time as a professor, Harold was additionally researching elements of management psychology. For example, he was continually researching personalities of leaders, how group members communicate with each other, how group decisions are made, and what the effects of hierarchical structures are on organizations as a whole.

The performed research of Harold Leavitt was not executed solely by himself. During his time as a professor, Harold Leavitt closely collaborated with his exceptional students. As a result of the human resources, Harold Leavitt conducted experiments to test his findings. His publications are published in textbooks but also in various academic journals and business presses, such as *The Journal of Psychology*, *Harvard Business Review*, *California Management Review*, *Oxford University Press*, and *Journal of Consulting Psychology*.

Harold Leavitt's publications were moreover concerned with how to create a great place to work where employees are engaged, feel valued, and thus, provide results that go beyond expectations. Examples of his books include but are not limited to *Corporate Pathfinders*, *Hot Groups*, and *Top Down: Why Hierarchies Are Here to Stay and How to Manage them More Efficiently*.

His research was a life-long research, and since he lectured at different universities, his research was ongoing. Harold Leavitt taught at the University of Chicago, the Rensselaer Polytechnic Institute, Carnegie Mellon University, and Stanford University. In this time, Harold Leavitt recorded, accumulated, and analyzed his findings. He was the first and thus, the pioneer, who identified that understanding the organizational environment is crucial to understand organizational behavior.

His view and thoughts about management psychology were worldwide demanded. It was for this reason also not rare that he traveled around the world to provide presentations and share his findings.


Harold Leavitt's research positively influenced MBA program curriculums, which led to new programs that were designed based upon the latest information. The study of Harold Leavitt has consequently impacted educational systems but also business management.

Harold Leavitt had a positive personality and a proactive working attitude. His leadership style was an example for others. His colleagues and partners stated that Harold was a kind person, and it was nice to be surrounded by him. Harold was also known for his love for sweets. According to the people who were surrounded by Harold

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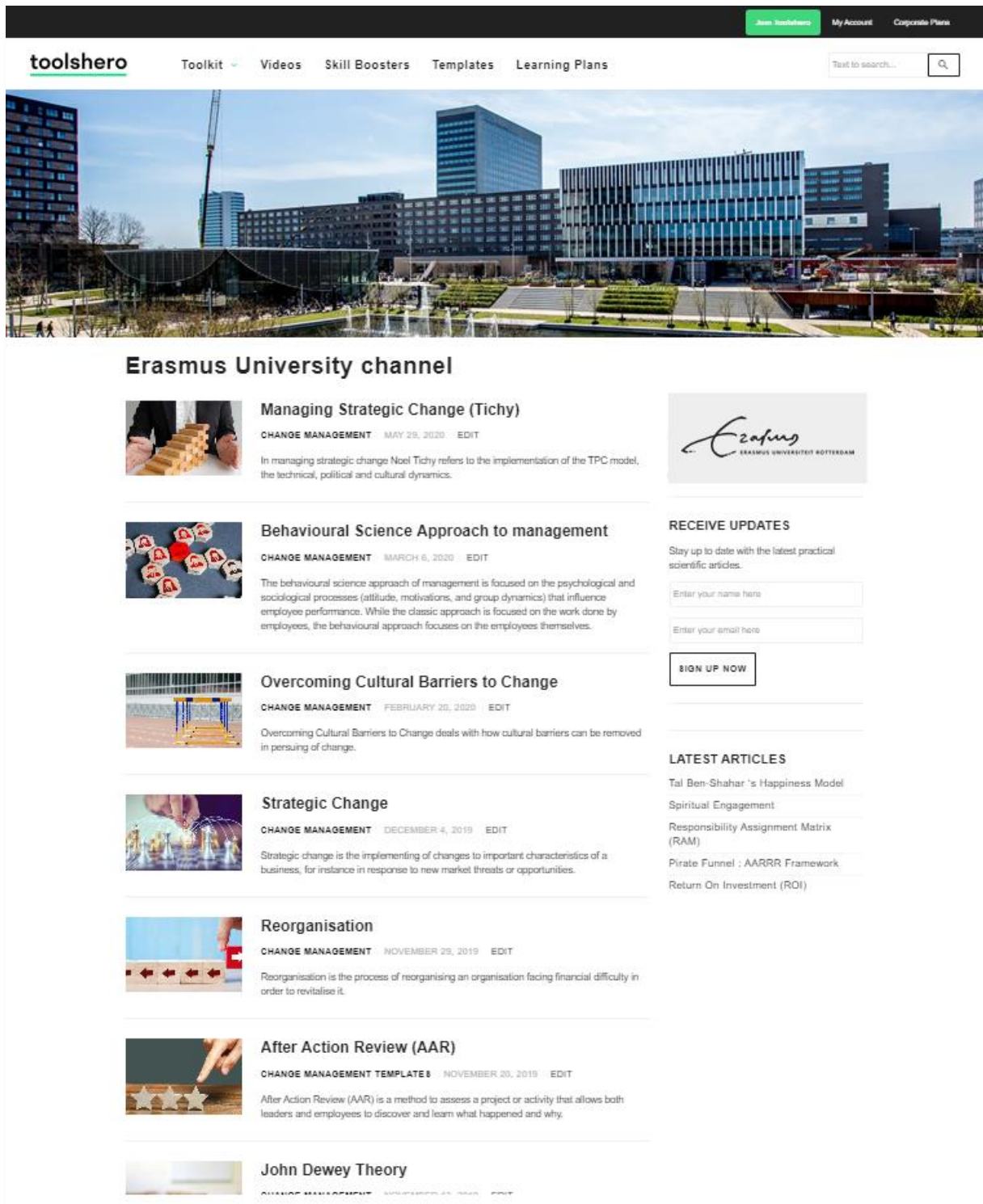
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Publication knowledge partner channel



The screenshot displays the Toolshero website interface. At the top, there is a navigation bar with the Toolshero logo and menu items: Toolkit, Videos, Skill Boosters, Templates, and Learning Plans. A search bar is located on the right. Below the navigation is a large banner image of a modern university building. The main content area is titled "Erasmus University channel" and features a list of articles:

- Managing Strategic Change (Tichy)**
CHANGE MANAGEMENT | MAY 29, 2020 | EDIT
In managing strategic change Noel Tichy refers to the implementation of the TPC model, the technical, political and cultural dynamics.
- Behavioural Science Approach to management**
CHANGE MANAGEMENT | MARCH 6, 2020 | EDIT
The behavioural science approach of management is focused on the psychological and sociological processes (attitude, motivations, and group dynamics) that influence employee performance. While the classic approach is focused on the work done by employees, the behavioural approach focuses on the employees themselves.
- Overcoming Cultural Barriers to Change**
CHANGE MANAGEMENT | FEBRUARY 20, 2020 | EDIT
Overcoming Cultural Barriers to Change deals with how cultural barriers can be removed in pursuing of change.
- Strategic Change**
CHANGE MANAGEMENT | DECEMBER 4, 2019 | EDIT
Strategic change is the implementing of changes to important characteristics of a business, for instance in response to new market threats or opportunities.
- Reorganisation**
CHANGE MANAGEMENT | NOVEMBER 29, 2019 | EDIT
Reorganisation is the process of reorganising an organisation facing financial difficulty in order to revitalise it.
- After Action Review (AAR)**
CHANGE MANAGEMENT TEMPLATES | NOVEMBER 20, 2019 | EDIT
After Action Review (AAR) is a method to assess a project or activity that allows both leaders and employees to discover and learn what happened and why.
- John Dewey Theory**
CHANGE MANAGEMENT | SEPTEMBER 24, 2019 | EDIT

On the right side of the channel, there is an Erasmus University logo and a "RECEIVE UPDATES" section with a sign-up form (name and email) and a "SIGN UP NOW" button. Below that is a "LATEST ARTICLES" section listing: Tal Ben-Shahar's Happiness Model, Spiritual Engagement, Responsibility Assignment Matrix (RAM), Pirate Funnel: AARRR Framework, and Return On Investment (ROI).

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