



# The Unavoidable Hierarchy: Who's who in your organization and why

*Michael Hatfield*

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*The Unavoidable Hierarchy* provides an analysis of why, in virtually every organization, members advance or decline in standing for reasons that have little or nothing to do with their merit. Michael Hatfield explains how this dynamic can be observed and analyzed, and insights gleaned from the analysis.

With organizations struggling to meet the aspirations of their employees; ill-equipped or patently inappropriate individuals failing in executive posts and need for businesses to be at the top of their game, *The Unavoidable Hierarchy* is a timely and important book for all managers, particularly those concerned with the human dynamics of the business.

Michael Hatfield draws on advancements in Game Theory, Network Theory, Organizational Behavior and Performance Management concepts to capture and evaluate the (previously unarticulated) influencing factors behind the game of corporate snakes and ladders. The resulting analysis will help you identify how these factors manifest as strategies and tactics within the organization, meaning that effective countermeasures can be derived from such an analysis.

Whilst these factors are likely to remain ubiquitous, the author's focus includes ideas and strategies for mitigating their impact and making changes at the level of both the individual and the organization.

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