

# THE MOLTKE MODEL

Helmuth Karl Bernhard Graf von Moltke (26 October 1800, Parchim, Mecklenburg-Schwerin – 24 April 1891) was a German Field Marshal. The chief of staff of the Prussian Army for thirty years, he is regarded as one of the great strategists of the latter 19th century, and the creator of a new, more modern method of directing armies in the field. He is often referred to as Moltke the Elder to distinguish him from his nephew Helmuth Johann Ludwig von Moltke, who commanded the German Army at the outbreak of World War I.



Moltke developed a means to evaluate his officers. It boils leadership down into its simplest form and measures the leader on two axes. Intelligence (competence) and industriousness or lack thereof:

Smart & Lazy—I make them my Commanders because they make the right thing happen, but find the easiest way to accomplish the mission.

Smart & Energetic—I make them my General Staff Officers because they make intelligent plans that make the right things happen.

Dumb & Lazy—There are menial tasks that require an officer to perform that they can accomplish and they follow orders without causing much harm.

Dumb & Energetic—These are dangerous and must be eliminated. They cause things to happen, but the wrong things, so cause trouble.

Field Marshal Moltke's Four Officer Attribute Matrix		<i>Initiative</i>	
		Lazy	Energetic
<i>Intelligence</i>	Smart	<b>Commanders</b> Make the Right Things Happen but in the Easiest Possible Manner (Discover)	<b>General Staff Officers</b> Direct the Right Things to Happen (Capture)
	Dumb	<b>Menial Tasks</b> Follow Orders to Perform Routine Tasks that must be Done by an Officer (Maintain)	<b>Eliminate</b> Will Make Things Happen – but the Wrong Things (Destroy)