Certified Management 3.0 Two-Day Foundation Workshop

Agile Leadership, Employee Engagement, Change Management Practices

03 Feb 2017 - 04 Feb 2017, Tokyo/Shibuya

Workshop Details

"The research is clear: **happy workers are more productive workers**." says the founder of Management 3.0, Jurgen Appelo.

Agile management is an often overlooked part of Agile. There is a lot of information available for team members, software professionals and project managers on how to be and act Agile, but little information for managers and leaders. However, when organisations adopt Agile, not only team members and project managers need to learn new practices, but managers and leaders must also learn a new approach to managing and leading Agile organisations.
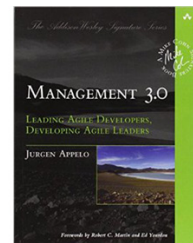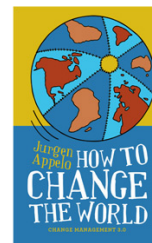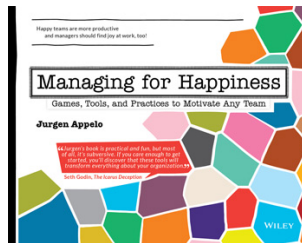
This two-day, **hands-on** workshop offers best practices, tools and games that project managers, team leaders, middle management and C-level execs can take back and use immediately to start increasing employee engagement and to take action to improve their organizations. The event adhere to the following principles: theory and practice in small chunks; clear and effective visuals; inspiring stories and metaphors; fun games and exercises; focused group discussions; and concrete practices with **tangible results**.

Workshop Structure

(Workshop language will be English)

Day 1

1. **Management and Leadership** are one of the two building blocks of Management 3.0. You will learn about the different Management styles, 1.0, 2.0 and 3.0.
2. **Complexity thinking** is the other building block of Management 3.0. You will learn about what complexity theory is and about the eight guidelines to deal with complexity.
3. **Energizing people** is where you make sure team members are engaged, motivated and happy. You will learn about the difference between extrinsic vs. intrinsic motivation, the ten intrinsic desires and common techniques for understanding what is important for your team members.
4. **Team empowerment** is the key to self-organisation. You will learn how to distribute authorization in an organisation with the seven levels of delegation and implementing them with the delegation board.

Day 2

1. Only through common **Values and Culture** can self-organisation work. You will learn how to give people a clear purpose, setting a goal and aligning the constraints by helping your team to discover their values and making them alive instead of just decorations on the wall.
2. **Development of competences** in the team is important in order to deal with todays fast changing world. You will learn about skill levels and techniques to improve and organize their competence development by using the Competence Development Matrix.
3. To **scale an organisation** in an agile way it is important to consider structures that enhance communication. You will learn how to grow an organisational structure as a fractal and to balance specialization versus generalization, when to choose between functional versus cross-functional teams and about treating teams as value units in a value network.
4. **Improving by success and failure** is important because team members, teams and organisations need to improve every day by failing fast and learning fast. You will learn how to celebrate failure and why conducting experiments is important and how to manage such experiments.

Benefits for participants

- Management 3.0 Certification signed by Jurgen Appelo
- The book Managing for Happiness by Jurgen Appelo
- 16 PMI-PDU/-ACP credits are applicable
- Attending allows you to become an official Management 3.0 facilitator
- Full catering for the two days (snacks, drinks, 2xLunch)

About the Presenter

Stefan Nüsperling

He is the only holder of a Management 3.0 facilitation license in Japan and the founder of NüWorks.

Stefan is an evangelist of Agile methods and Management 3.0 practitioner with more than 10 years of experience in Project Management and IT development. He is keen in introducing Management 3.0 as well as Agile Leadership to companies in Japan and believes that it will make their employees happier, the businesses more efficient and customers more satisfied.