

Management 3.0 Certified Training

Animated by Patrick SARFATI – Certified Trainer

- Increase team Engagement and Motivation
- Facilitate self-organization and increase Collaboration
- Develop the skills of your collaborators
- Evolve and anchor your Agile structures



Jurgen Appelo and Patrick Sarfati

Management 3.0 official certified training from Jurgen Appelo
open to anyone wishing to develop their managerial skills in an agile way

An illustration of a mountain with three climbers. One climber is at the peak, another is climbing the side, and a third is at the base. A speech bubble next to the peak climber says "12%".

Despite the complexity,
a simple fact is...
Happy workers do more
and achieve more



source: ScienceDaily, "We Work Harder When We Are Happy, New Study Shows" <http://bit.ly/OV0HZP>

MANAGEMENT 3.0
CHANGE AND INNOVATION PRACTICES

Learning content

Day 1

- **Management 3.0**, global overview
- **Agile Management**, overview of Lean and Agile Methodologies: Kanban, Scrum, XP, Lean Startup ...
- **Complexity Thinking** / complex adaptive system
- **Energize People**, increase the engagement of your teams
- **Motivation** / Intrinsic vs. extrinsic. Autonomy, mastery and purpose. Is Bonuses policy a good idea? Happiness at work, how to make teams outperform.
- **Empowerment**: Self-organization, Accountability, Delegation

Day 2

- The **Manager Gardener**, **Align Constraints**, framing in Agile manner
- **Definition of Objectives**, when and how use KPI for performance measurement. Limits of MBO
- **OKR** : techniques for measuring performance at Google, Intel ...
- **Develop Competencies**
- Management vs evaluation of performances
- **Organizational Structure**, manage growth and Agile Transformations while keeping Startup dynamic
- **Change Management**, tips for managing Agile Transformations

Workshops:

- **Merit Money**: exercise to set individual salary or bonus based on merit, application of complexity thinking.
- **Delegation Poker**: test your ability to delegate and relevance of the delegation through the 7 levels of delegation. Team decision making.
- **Moving Motivators**: discover your and your collaborator's moving motivators. Intrinsic and extrinsic motivations
- **Ellen Game**: how to better know and evaluate your employees or collaborators and increase their commitment and performance
- **Meddlers**: practice to set-up and grow agile teams in a changing environment. Includes Scaled Agile exercise.
- **Change Agent**, Change Management, Agile Transformation
- **Tribal Leadership**
- **Your Biggest Challenges**: everybody will have the opportunity to explain his/her Managerial and Agile Transformation challenges and leave with concrete options / ideas

Amongst the multiple open questions addressed:

- How to increase Collaboration, with both collocation and remote working
- ROWE : Result Oriented Work Environment : is it efficient ? Compliant with Agile and Management 3.0 ?
- New role of Managers, how to change old manager style and habits from carrot and stick/ command and control to Leader Gardner, empowering your knowledge/creative workers from fear and inhibition to high level performance and happiness at work
- Evaluation, Objectives setting, ...

Trainer:

Patrick SARFATI is Senior Consultant, Speaker and Agile Coach. Member of the Scrum Alliance (Certified Scrum Professional) and Certified Trainer Management 3.0, he brings more than ten years of experience in the development of agility in international context.

What our trainees wrote about Patrick's Management 3.0 Training:

- "A very good training, without downtime. A lot of information "
- "Good training to understand and integrate Management 3.0 and Agile culture"
- "The trainer brings tremendous operating experience in the field. Excellent training! "
- "Patrick perfectly masters the subjects, He is available and very pedagogue"

Average evaluation by all the Managers that have followed Patrick's Training: 9.3/10

(one of the very top evaluation amongst the 150 certified trainers in the world)

For details & registration, please contact:

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