

A close-up photograph of a person's hand holding a white business card. The hand is positioned on the left side of the frame, with the thumb and index finger gripping the card. The card is held vertically and displays contact information in a dark blue font. The background is a plain, light-colored surface.

Robert Misch

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Die Ratgeber-Community



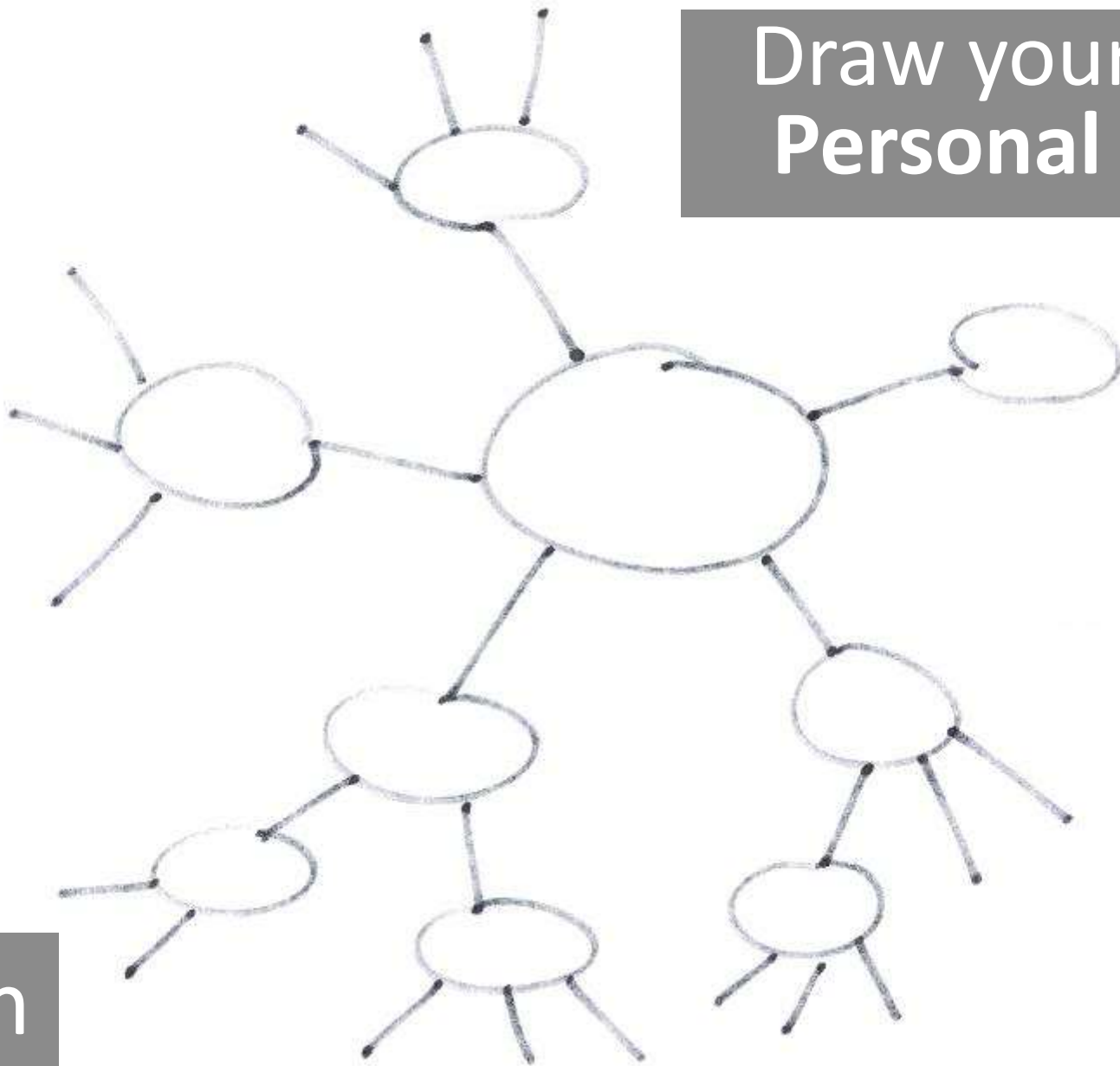
“People are at their best, when they do what they love.”

Sir Ken Robinson, alphabet, by Erwin Wagenhofer

“One does not learn architecture from classrooms and libraries as much as one does by doing it and reflecting on the outcomes and their effects on others.”

Russell Ackoff, Re-Creating the Corporation

Draw your own Personal Map



10 min

Introductions



á 3 min

Wall of Expectations



10 min

① TO BE INSPIRED
TO START TO IMPROVE
HOW MY COMPANY IS
WORKING

② TO GET TO
KNOW WHERE TO
LOOK FOR SOME
KNOWLEDGE TO
DO ③

New thoughts
(triggers) how to
improve our
leadership

Learn about
other point of
view how to
proceed in direction
leadership

Bring all to a point
why it is valuable + make
fun to share the
what (O model) at our
company

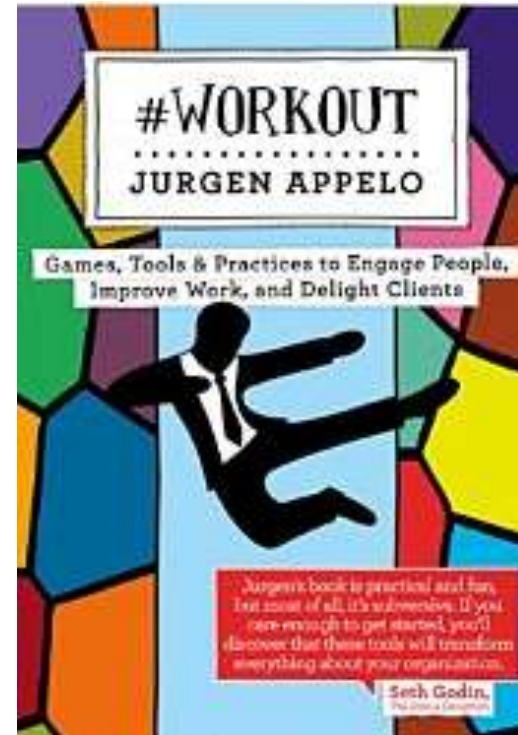
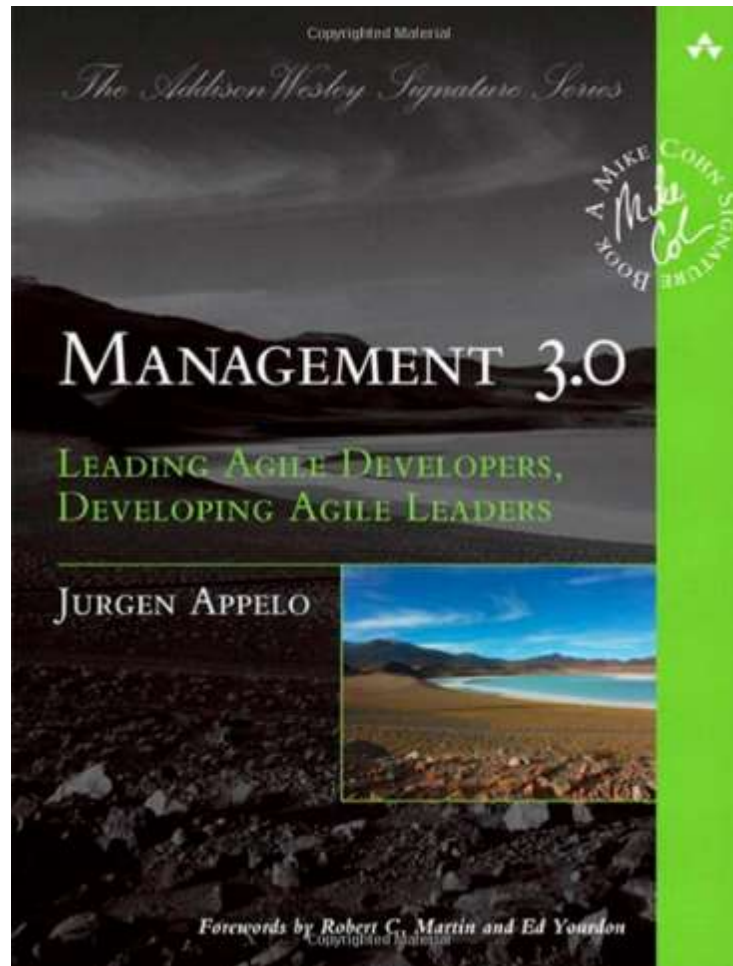
Get a better
idea how to
apply 'management 3.0'

Learn how to
make 'Agile' -
my company a
success

Take each some
ideas/experiences
to use in my daily
work

Learn more practices
so I can facilitate
my company

Learn how to
teach/explain some
Mgmt 3.0 concepts
to others



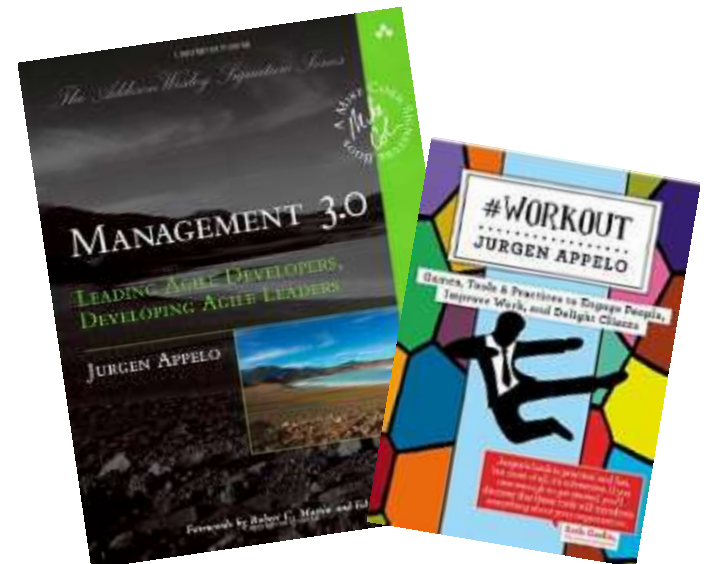
Management 1.0: Doing the wrong thing.

Management 2.0: Doing the right thing wrong.

Management 3.0: Doing the right thing.

Engage People | Improve Work | Delight Clients

Summary of Change and Innovation Practices



What does a manager do
in a Management 3.0
environment?



5 min





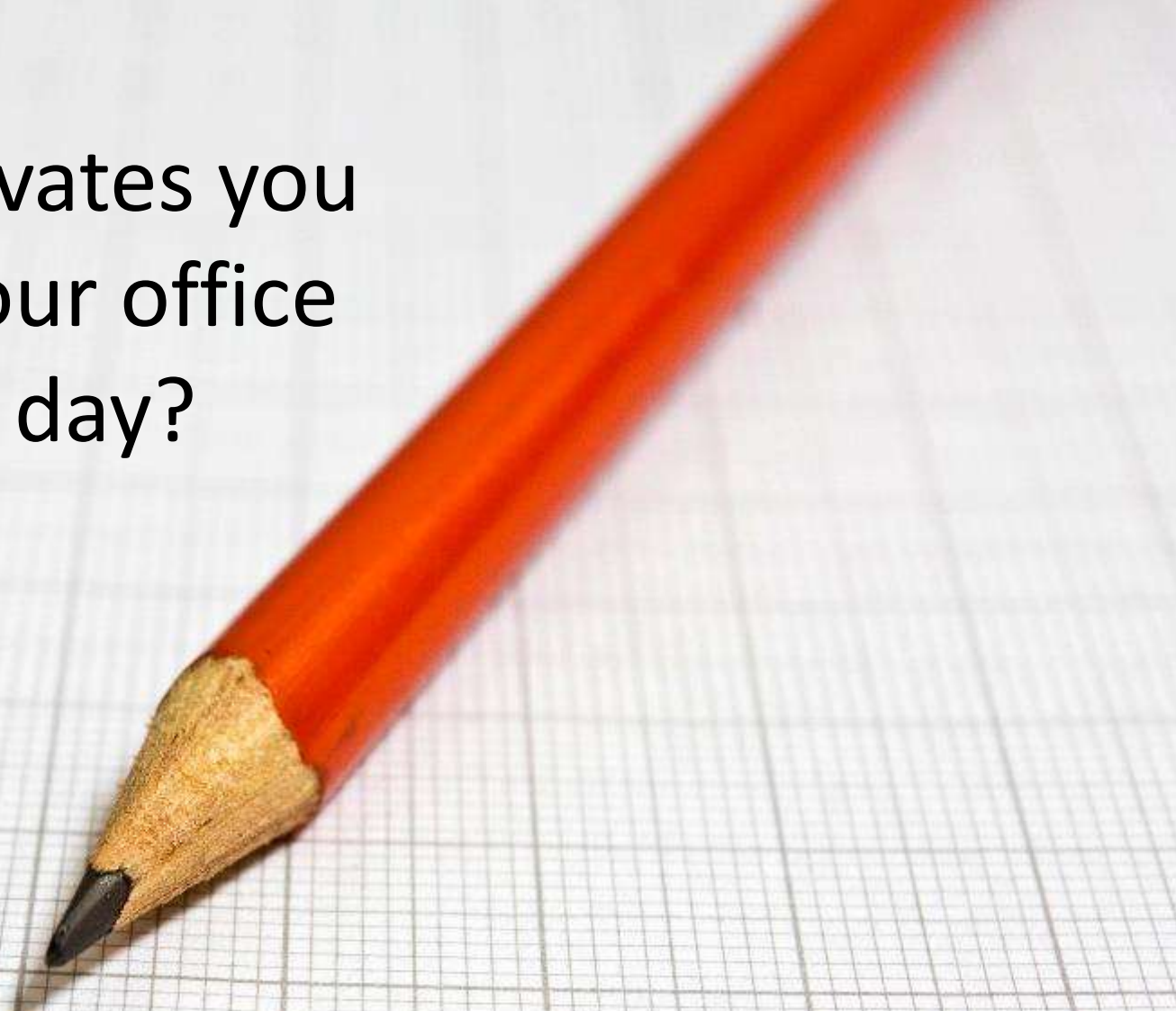
COACH

What do you
love about your job?



3 min

What motivates you
to go to your office
day by day?



3 min

HONOR



My personal values are reflected in the group and this boosts my loyalty

GOAL



My purpose in life is reflected in the work that I do

ACCEPTANCE



The people around me approve of what I do and who I am

CURIOSITY



I have plenty of things to investigate and to think about

FREEDOM



I am independent of others with my own work and responsibilities

STATUS



My position is good, and recognized by the people who work with me

RELATEDNESS



I have good social contacts with the people in and around my work

POWER



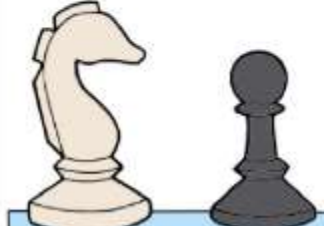
There's enough room for me to influence what happens around me

ORDER



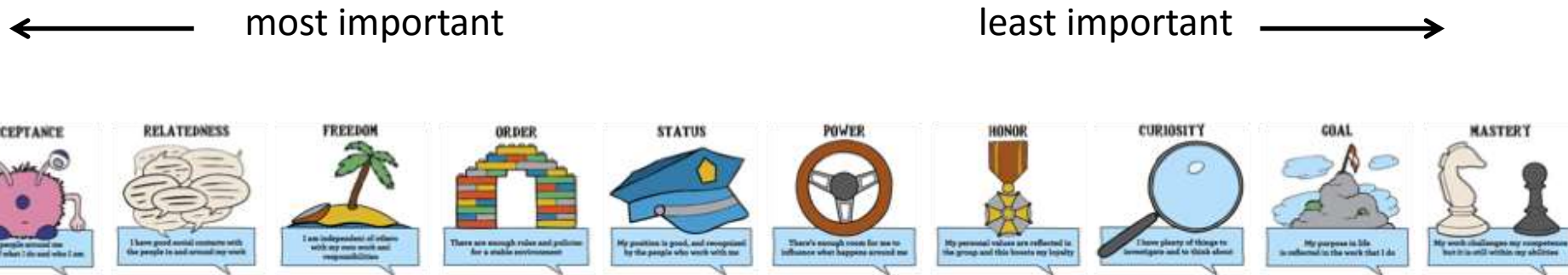
There are enough rules and policies for a stable environment

MASTERY

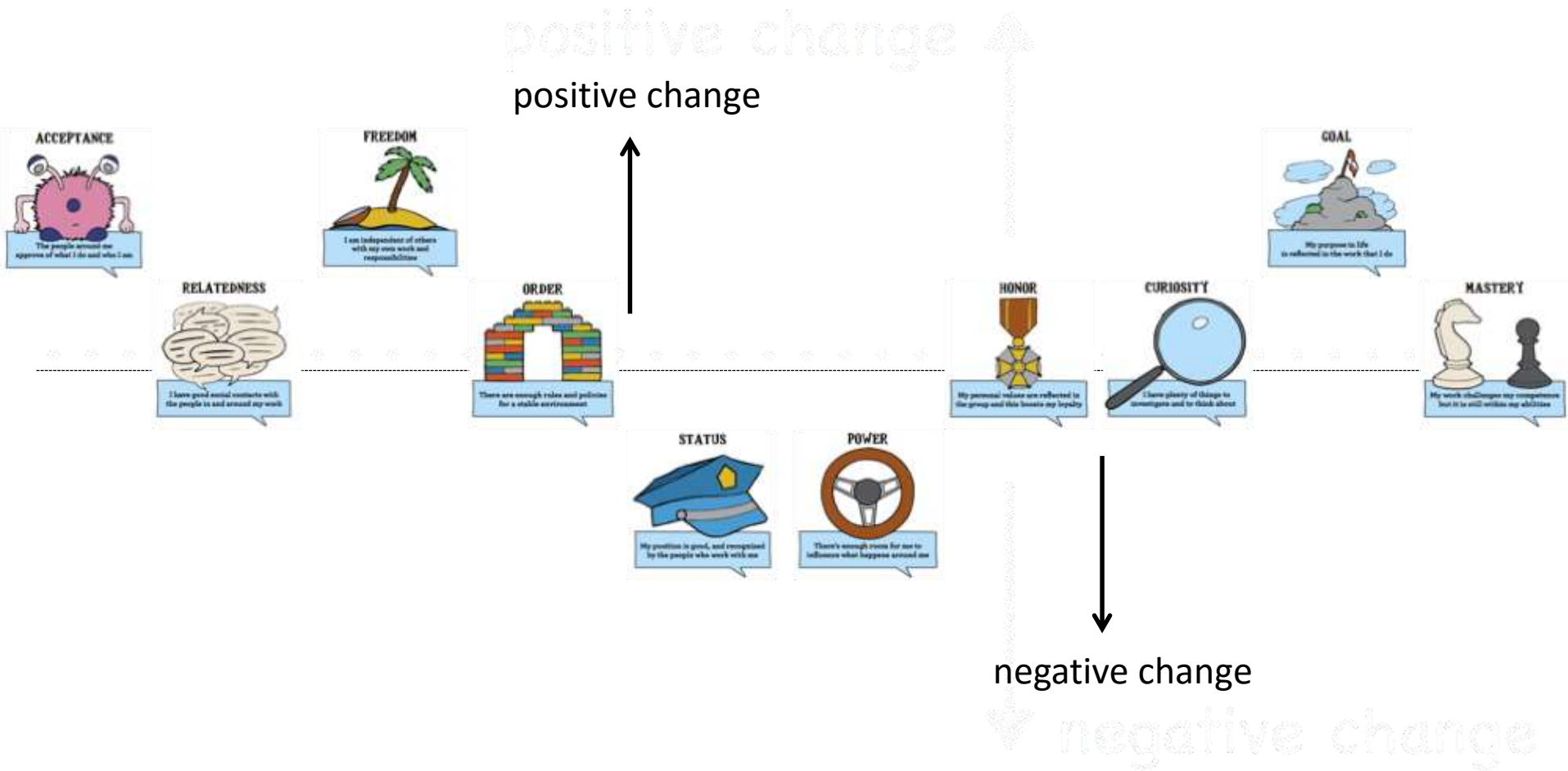


My work challenges my competence but it is still within my abilities

1st step: What's important to you?



2nd step: Effects of change

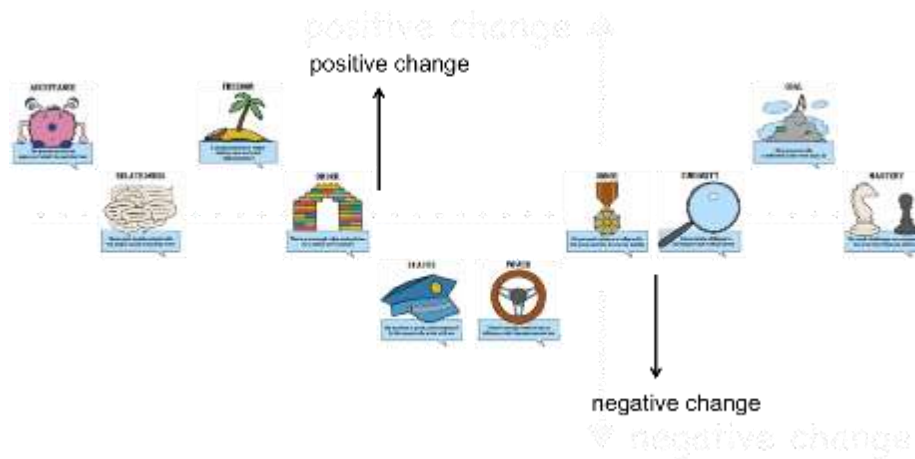


Your turn!

- (1) Pair up with someone
- (2) Do the following one-by-one (play / observe / discuss)
 - a) Find out what's important to you



- a) Consider a change in your professional life and determine how this affects your motivators; reflect on your motivators / motivation



What can we learn from this exercise?

- reveals the effect of (organisational) change on your/your team's motivators
 - interesting for teams to find out what motivates their team members
- helps you realize that you may have some work to do on your own motivation

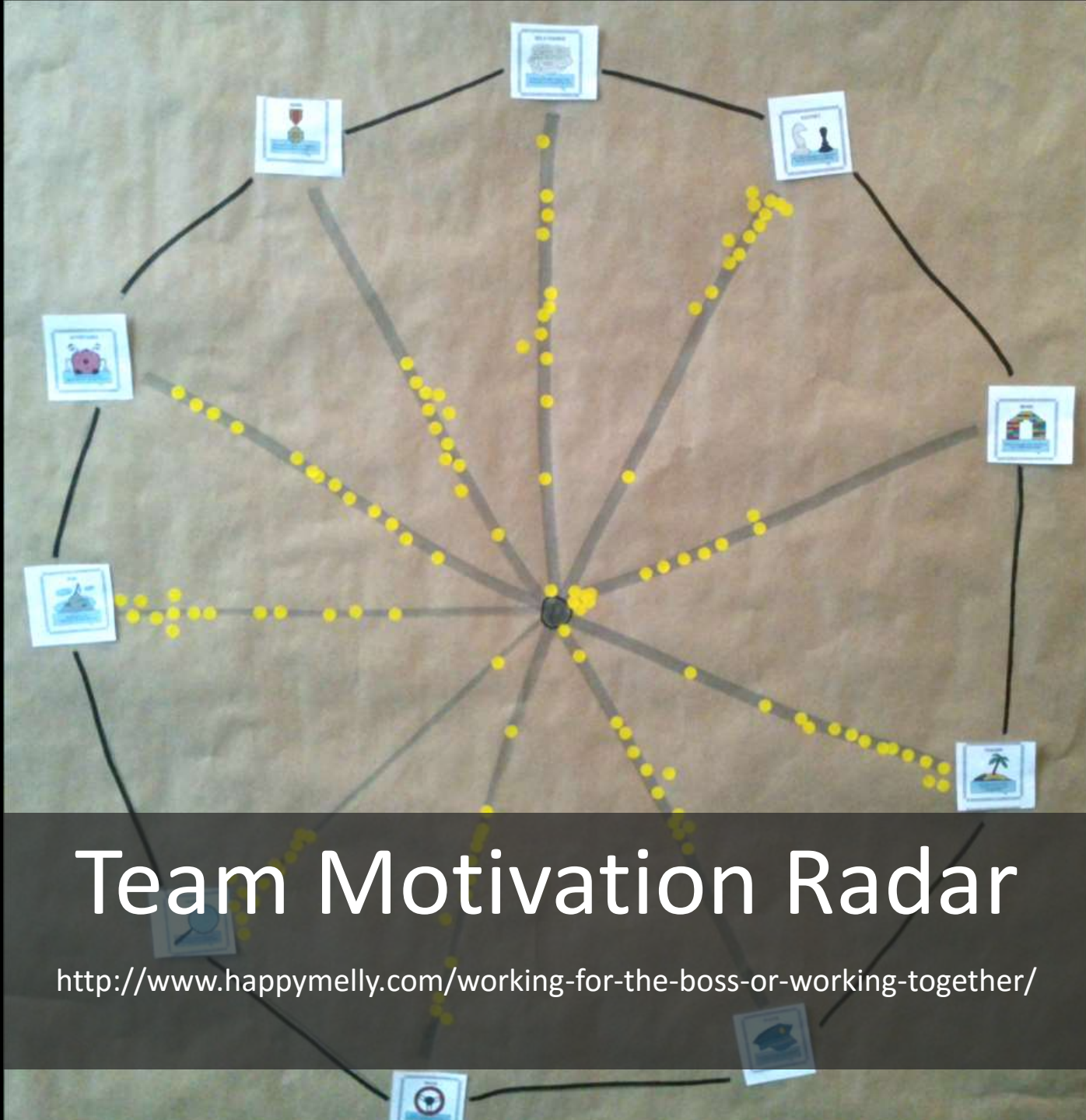
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When to play Moving Motivators?

- can be performed with people in (private) one-on-one situations
 - job interviews
 - one-on-one meetings

...



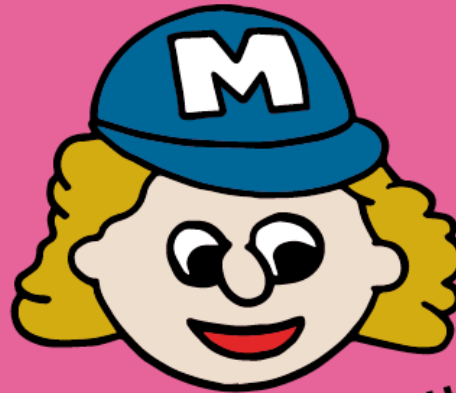


What if ...

1/0

7

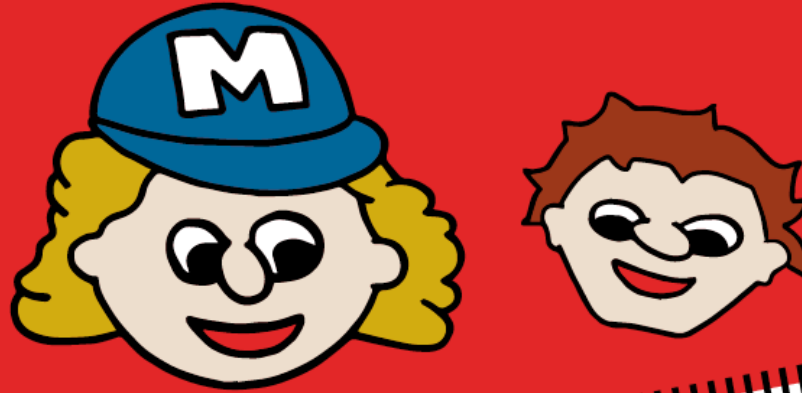
1



Tell

I will tell them

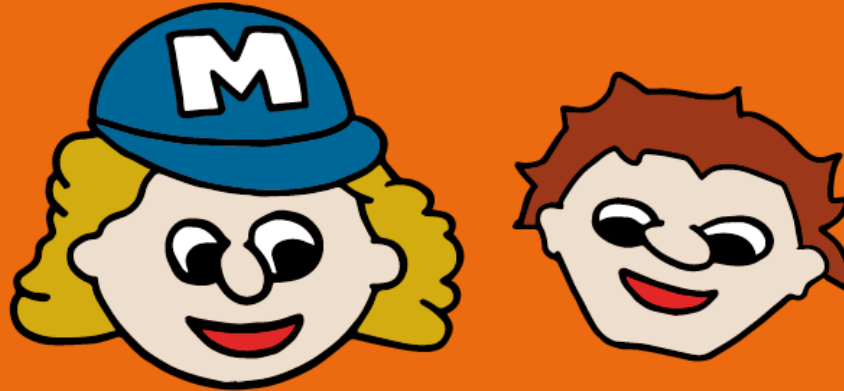
2



Sell

I will try and
sell it to them

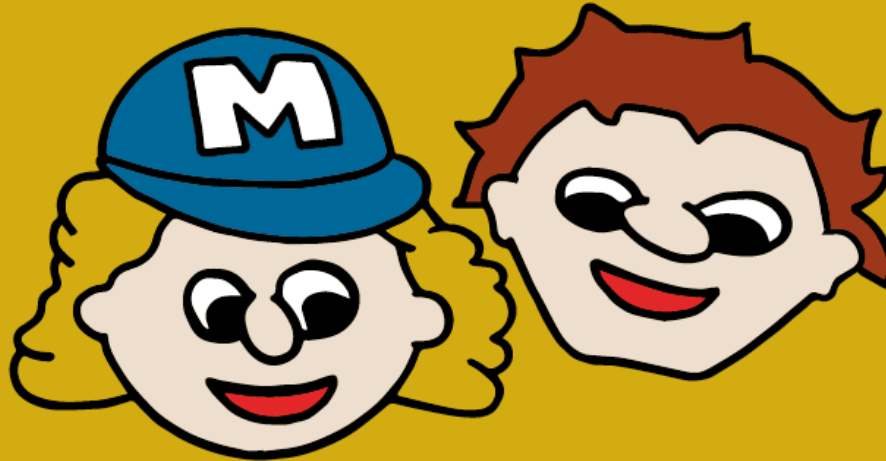
3



Consult

I will consult
and then decide

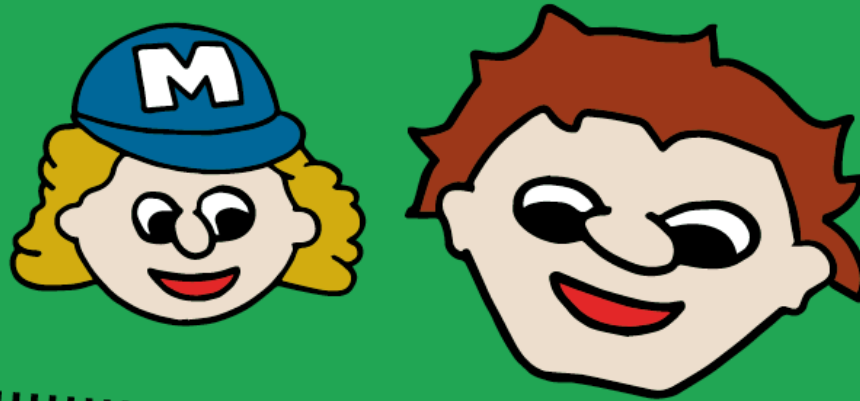
4



Agree

We will agree
together

5



Advise

I will advise
but they decide

6



Inquire

I will inquire
after they decide

7



Delegate

I will fully
delegate

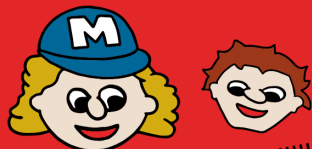
1



Tell

I will tell them

2



Sell

I will try and sell it to them

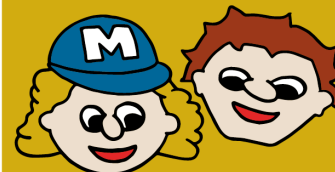
3



Consult

I will consult and then decide

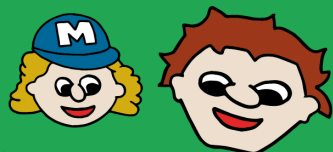
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Agree

We will agree together

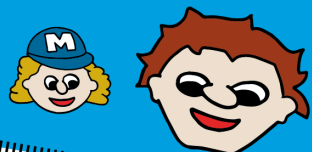
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Advise

I will advise but they decide

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Inquire

I will inquire after they decide

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Delegate

I will fully delegate

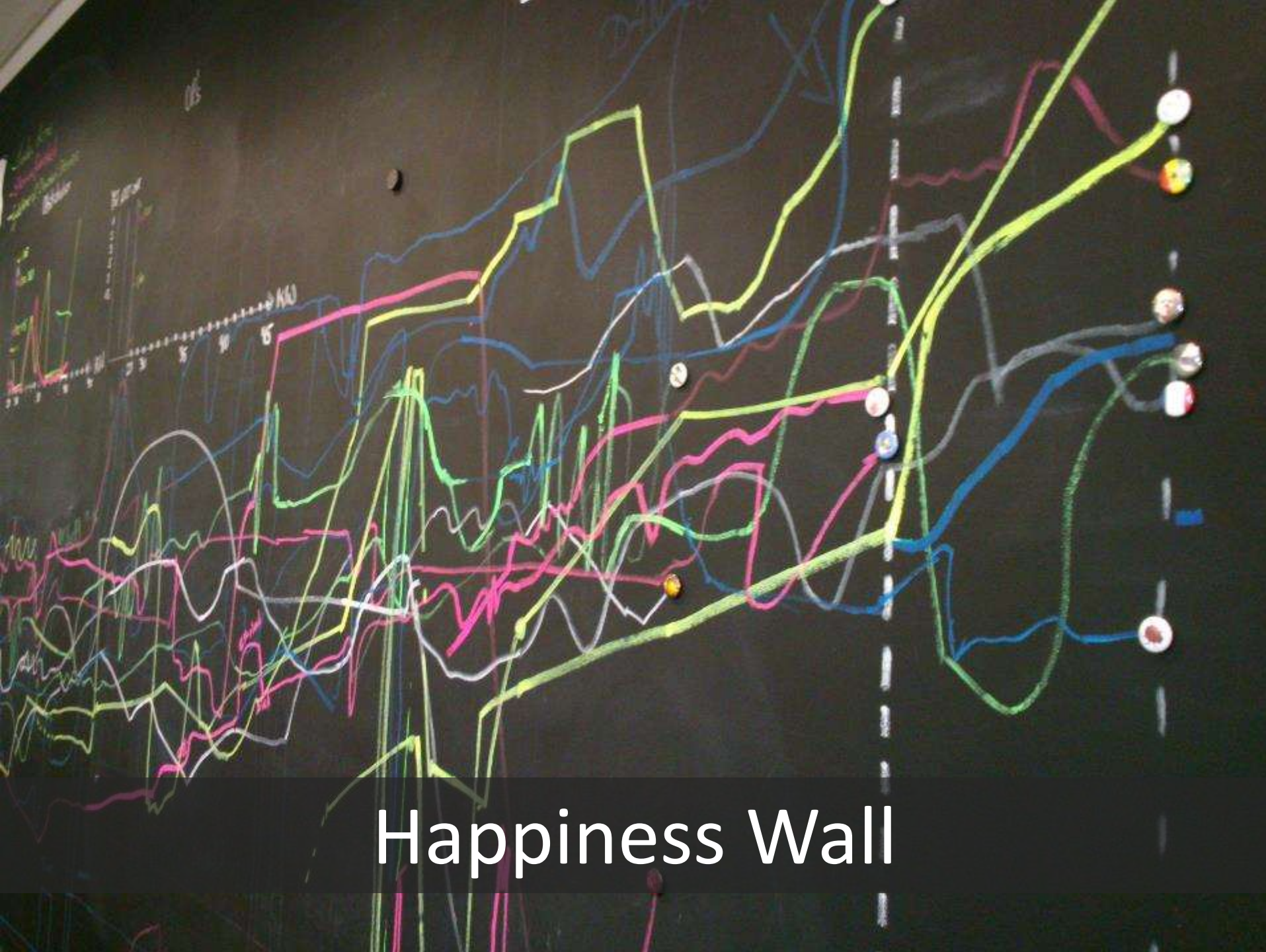
The cards in this document are part of the Management 3.0 course. They represent the 7 delegation levels for empowering organizations. You can find a description of their use at www.management30.com/delegation-poker

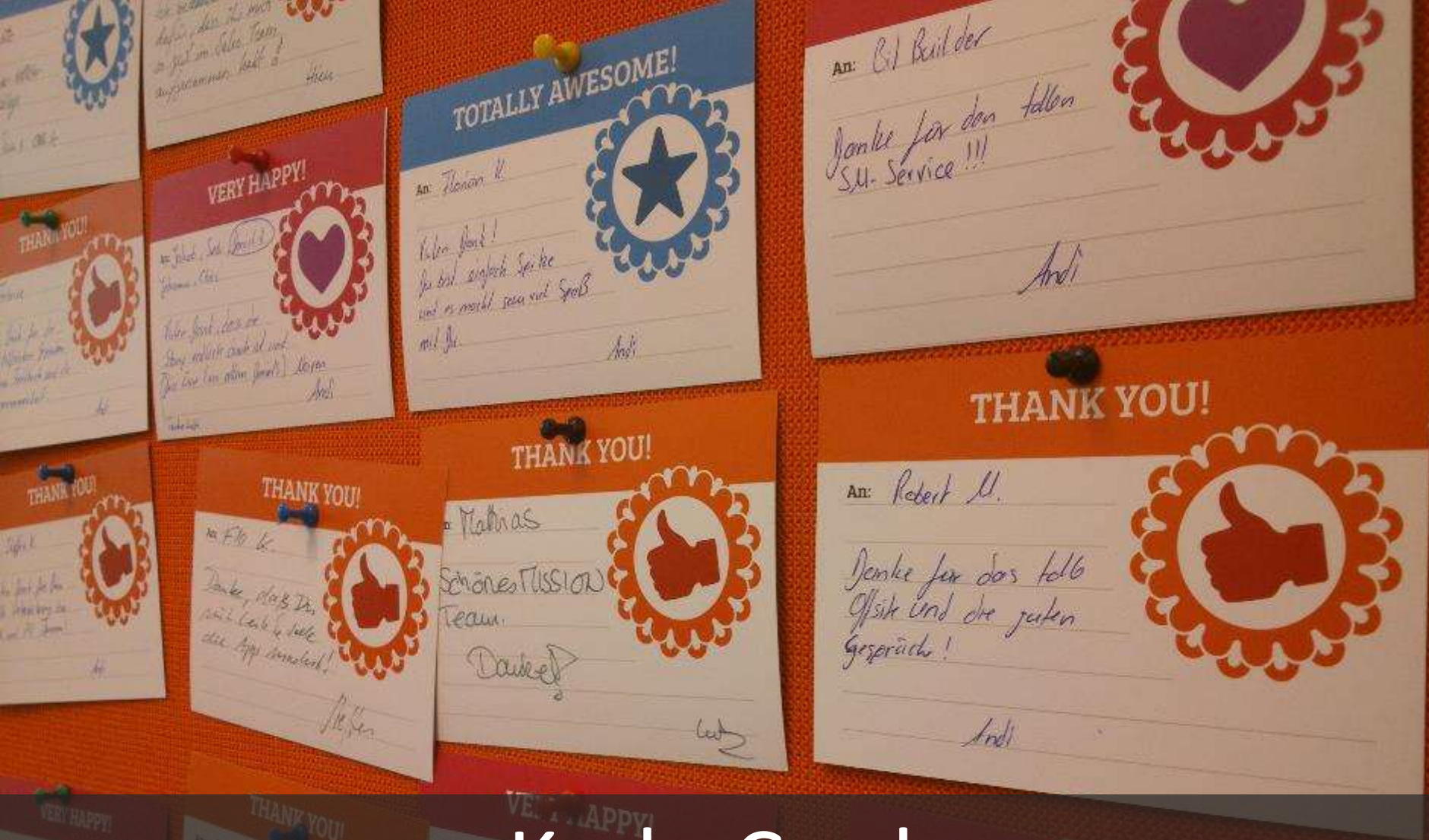
MANAGEMENT
3.0 Agile Leadership Practices

Your turn:
Give it a try!



30 min





Kudo Cards

<http://www.happymelly.com/how-gutefrage-net-used-kudo-cards-and-changed-their-culture/>

Brainstorming:
How can we
foster innovation?



3 min



HACKATHON

gutefrage.net

<http://www.youtube.com/watch?v=jvJMUIEkwXw>



Feedback
Door



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