

## Possibilities in-house training

Improve provides this training in house and tailored to your specific situation or needs upon request. For further information, please contact us at +31 40 - 202 1803 or [opleidingen@improveqs.nl](mailto:opleidingen@improveqs.nl)

## REGISTRATION

You can register for this training on our website

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Motivation, Empowerment,  
Alignment, Competence,  
Structure, Improvement

# AGILE Management 3.0 Two Day Foundation Workshop

On all registrations and courses our general and additional conditions apply:  
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# AGILE

## Management 3.0 Two Day Foundation Workshop

### Learn about a new approach to lead and manage Agile organizations.

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 organizations 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 organizations.

Do you have challenges like:

- How can we motivate our workers?
- How can we change the organization's culture?
- How can we change the mindset of managers?
- How can we get teams to take responsibility?
- How can we improve teamwork and collaboration?
- How can we get managers to trust their teams?
- How can we make the business more agile?

### After this training:

You will have insight in the new role of management in an Agile organization:

1. Management and Leadership
2. Complexity Thinking

3. Energize People - Motivation and Engagement
4. Empower Teams - Delegation and Empowerment
5. Align Constraints - Values and Culture
6. Develop Competence - Learning and Competence
7. Grow Structure - Scaling organizational Structure
8. Improve Everything - Success and Failure

### Who should attend this training?

This course aims at managers and leaders who want to learn about how to manage Agile organizations. People who want to know how to contribute to become a great Agile Organization. Everyone who wants to manage for Happiness.

### Roles of participants in their organization.

This training is meant for:

- Team leads
- Development Managers
- Delivery Managers
- Middle-Managers
- CEO's
- HR Managers
- Project Managers
- Product owners
- Agile Leads
- Scrum Masters

### Prior knowledge or training required

There is no knowledge or specific training required.

### Program

#### Structure of this training

The training consists of two highly interactive days. There will be a lot of interaction between participants.

All participants will receive the course materials, an official certificate and the book *Managing for Happiness* by Jurgen Appelo.

### Course outline

This two-days training has 8 modules.

### Management 3.0: Day 1

- Management and Leadership: You will learn about the different Management styles, 1.0, 2.0 and 3.0. What is the role of a manager in a Management 3.0 environment;
- Complexity thinking: You will learn about the eight guidelines to deal with complexity;
- Energizing people is where it all starts. How do you make sure team members are engaged, motivated and happy? Teams need to self-organize within Agile and this requires empowerment, authorization and trust. You will learn how to make self-organization work.

### Management 3.0: Day 2

- Self-organization can lead to anything and thus it requires alignment. You will learn that culture is the result of values. You will learn how to help your team to discover their values and how to make values alive instead of just decorations on the wall;
- The world is changing fast and in order to deal with this the team members need to constantly develop their competences. You will learn about skill levels and discipline levels. You will learn techniques to improve and organize individual meetings with team members.
- You will learn how to grow an organizational structure as a fractal. How to balance specialization and generalization and how to choose between functional and cross-functional teams.
- You will learn about success and failure - do you celebrate failure or do you celebrate success? You will learn about why conducting experiments is important and finally in which organizational structure it is best suitable for conducting experiments.