

# Management 3.0 Foundation Workshop

In the modern rapidly changing world, a manager needs to do the right thing for your team, getting everyone involved in improving the system by fostering employee engagement with the right environment.

Learn the future of management, **Management 3.0** with us, so you will know how to analyze the system to come up with the right solutions for **better leadership** across organizations.

## In-person Workshop



1. Management and Leadership
2. Complexity Thinking
3. Motivation and Engagement
4. Delegation and Empowerment
5. Values and Culture
6. Learning and Competency
7. Scaling organizational structure
8. Success and Failure



## 01 MANAGEMENT AND LEADERSHIP

M1.0 vs 2.0 vs 3.0

- M1.0 Scientific Management
- M2.0 Servant Leadership
- M3.0 Manage the System, not the people

M3.0 and Leadership

- Situational Leadership
- Transformational Leadership
- Leadership as a task

The 6 views of M3.0

- Energize people
- Empower teams
- Align Constraints
- Develop Competence
- Grow Structure
- Improve Everything

## 02 COMPLEXITY THINKING

- Complex Adaptive System
- Complexity Thinking Guidelines
- Address complexity with complexity
- Use a diversity of perspectives
- Assume subjectivity and coevolution
- Steal and tweak Expect dependence on context
- Anticipate, explore, adapt
- Shorten the feedback cycle
- Keep your options open
- Not to Control, Options to Guide

## 03 MOTIVATION AND ENGAGEMENT

- Motivated <=> Engaged
- Extrinsic vs Intrinsic Motivation
- CHAMPFROGS motivator
- Engage for Productivity

**MANAGEMENT 3.0**  
CHANGE AND INNOVATION PRACTICES



## 04 DELEGATION AND EMPOWERMENT

- Empowerment = distributed control
- 2 extremes, dictator and anarchist
- 7 levels of delegation to balance
- Partnership of control-givers and control-takers

## 06 LEARNING AND COMPETENCY

- Type and Level of competency
- Team competency structure
- Individual competency
- Helping each other
- Team communication
- Creative tension

## 07 SCALING ORGANIZATIONAL STRUCTURE

- Achieve structural balance
  - Specialization vs Generalization
  - Efficiency vs Effectiveness
  - Centralization vs Decentralization
  - Hierarchies vs Networks
  - Exploitation vs Exploration
- Common balancing patterns
- Reinventing organization

## 05 VALUES AND CULTURE

- Nurture culture through values
- Make values actionable
- Create boundaries
- Align constraints
  - 12 rules of Metrics
  - OKRs Objective and Key Results



## 08 SUCCESS AND FAILURE

- Celebration Grid
- All about experiments
- Improve everything

WE ARE DEMOCRATIZING PROFESSIONAL Agilizing

WE LINK-UP PASSIONATE LEARNERS WITH CREDIBLE TRAINERS DIRECTLY, RESULTING IN COST EFFECTIVE LEARNING FOR EVERYONE!!

About the training :

It is a 2-day training workshop of 8 hours per day (16 hours in total). Upon completion of the training, you will get a “Management 3.0 Foundation Workshop Certificate” and you are able to become a certified Management 3.0 facilitator.



All our coaches are well qualified. We only provide credible and experienced trainers to help your life-long learning and career growth.

With us, you only learn from IT professionals who have applied the latest skills in agile and digital transformation.

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