Course : Manager 3.0, Jurgen APPELO Certification

Practical course - 2d - 14h00 - Ref. LLP
Price : 1700 CHF E.T.

★★★★⯪ 4,7 / 5

Nouvelle édition

In an increasingly complex world, it is essential to cultivate new forms of management and leadership to overcome the traditional management methods that have often become obstacles. At the end of the training, each participant will be validated to obtain the Jurgen Appelo Management 3.0 certificate.

◎ Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Understand the benefits of Management 3.0 and Agility in an environment where complexity impacts organizations
- ✓ Strengthen the teams' commitment and empowerment through autonomy
- ✓ Define a framework and a goal to align with the company's strategy and contribute to its performance
- ✓ Manage change and supporting the growth of structures by transforming your managerial posture

Intended audience

Executives, managers, project leaders with direct or cross-functional management teams.

Prerequisites

Have management experience.

Certification

The Management 3.0 certification exam is taken during the training.

Practical details

Teaching methods

Interactive presentation, exercises and work in breakout groups. Role-playing, feedback, group and trainer contributions.

Course schedule

1 Understanding management 3.0 in a complex environment

- The challenges of the 21st century in management.
- Leadership and management.
- The contribution of managers and team leaders in an Agile organization.
- Complexity theory.
- The 7 errors of traditional linear thinking.
- System thinking: How do we observe it? How do we interact with it and influence it or not?

Exercise
Workshop: Systemic approach through a practical case brought by the group.

2 Self-direction and team responsibility

- The fundamentals of self-direction.
- Self-direction is not synonymous with chaos.
- The challenges of empowerment.
- Improving the relationship of trust.
- Replacing hierarchy with levels of responsibility.
- The 7 levels of delegation.

Exercise
Workshop: "Delegation Poker".

3 Aligning constraints

- When to manage and when to lead.
- The challenges of goal management.
- Protecting people and sharing resources.
- The posture of a manager-coach.

Exercise
Workshop: introduction to brief coaching "Solution Focus".

4 Developing skills

- Developing the skills needed by the team.
- Enhancing individual skills.
- Reconciling specialization and generalization.
- Developing communication in a team.
- Give the right to make mistakes and to experiment.

Exercise
Workshop: facilitation of a co-development workshop.

5 Energy and motivation

- Difference between extrinsic and intrinsic motivation.
- Putting people in "servant leader" mode.
- Bringing out a new culture.

Exercise
Workshop: moving motivators.

(6) Enlarging the structure

- Expanding an organizational structure like a fractal.
- Finding the balance between hierarchy and network.
- Developing mutual aid.

Exercise
Workshop: Meddlers game.

(7) Collective intelligence and continuous improvement

- Promoting collective intelligence.
- Being a learning organization.
- Developing the "Corporate Hacker" attitude.
- Managing change and supporting the growth of structures.

Exercise
Workshop: Big value list.

(8) Becoming a 3.0 manager by agreeing to change your posture

- The status of the manager in a time when hierarchies are being flattened.
- Mindful Management and emotional capital.
- Being an agent of change.
- Cultivating transparency by communicating a clear and shared vision of the company.
- Developing initiative by allowing for the exchange of ideas.
- Reviewing the decision-making process to empower all players.

Exam
Presentation of management 3.0 certifications.

Dates and locations

REMOTE CLASS
2026 : 9 Apr., 4 June, 4 June, 25 June, 21 Sep.,
21 Sep., 15 Oct., 30 Nov., 7 Dec., 7 Dec.