

Management 3.0

Nature of the Course: Theory + Practical

Total Hours per Day: 1 Hour

Course Duration: 16 hours

Course Summary

This document is prepared for licensed Management 3.0 facilitators and informs about outlines and the expected outcome of a standard Management workshop, the Foundation Workshop. Attendees should experience the same learning outcome, the same modules, the same practices wherever in the world they attend the workshop, no matter the facilitator.

Completion Criteria

After fulfilling all of the following criteria, the student will be deemed to have finished the Module:

1. Has attended 90% of all classes held.
2. Has received an average grade of 80% on all assignments
3. Has received an average of 60% in assessments.
4. The tutor believes the student has grasped all of the concepts and is ready to go on to the next module.

Prerequisites

- Experienced in management role.

Course Details

MANAGEMENT AND LEADERSHIP

What will you learn?

- What is Management 3.0
- The definition of Management 2.0, examples and why not to use it.

PRINCIPLES

What will you learn?

- How principles relate to practices.
- Improving the system.

COMPLEXITY THINKING

What will you learn?

- Why it is important to understand Complexity Thinking in a Management 3.0 context.
- What is a Complex Adaptive System

MOTIVATION AND ENGAGEMENT

What will you learn?

- How Motivation and Engagement relates to the view Energizing People.
- How does engagement relate to motivation?
- Why is it important to motivate people.

DELEGATION AND EMPOWERMENT

- How Delegation and Empowerment relates to the view Empower Teams.
- Difference between accountability and responsibility.

VALUES AND CULTURE

What will you learn?

- How Culture and Values relates to the view Align Constraints.
- What the impact of a culture can be, good or bad.

SCALING ORGANIZATIONAL STRUCTURE

What will you learn?

- How Scaling Organizational Structure relates to the view Grow Structure.
- The relationship between the value created by an organization and how the organization is organized.

CHANGE MANAGEMENT

What will you learn?

- How Change Management relates to the view Improve Everything.

- How to use the Adoption Curve model to stimulate the network.

Learning Outcomes

By the end of this course, students will be able to:

- How Learning and Competencies relates to the view Develop Competence.
- What is competence and how does it relate to teams.
- How to set up and use a Team Competency Matrix.
- What is needed to help each other to grow competencies including four practices to support helping each other: peer learning, knowledge hours, exploration days and lead by example.
- How to set up and use a Team Competency Matrix.
- How does diversity in a team, including different roles, support learning in a team.