

Digital Leadership and Business Transformation

3-Day Course / Training

InspireOne[®]
Performance, Inspired

in partnership with

macc

SIMPLE

DIGITAL

AGILE

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Your Objectives - Our Focus

Key Targets:

1. How to operate successfully in a VUCA world
2. Understanding how digitalization changes how we do things
3. Understanding how digitalization changes the way we earn money
4. Applying to individual case
5. Transforming the leadership in a digital environment
6. Developing your own digital roadmap

Setting:

Intensive training and a high degree of personal activities.

Our approach includes the "Before - BeThere - Beyond" - philosophy as well as a concept design for the training. It reflects the key success factors for transforming your business.

Target Group:

Managers / leaders / employees in all functional areas, whose target is to take an active part in leading the digital transformation of the organization

Duration:

3 days

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Our Approach

DESIGN PRINCIPLES

MINDSET &
EMOTIONS



Behavior and attitudes of employees remain our focus. Sensitize, reflect, change.

We bring input to life - with examples, role plays and stories.

SKILLS



Developing and optimizing the abilities and competencies of employees and their leaders.

We ensure learning points with practice through reminders.

PROCESSES &
TOOLS



Long term, systematic and dynamic supervision of structural development in businesses.

We guarantee the long term transfer into everyday work.

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Your Event Journey

- ☐ Our programme invites you and your team to learn from each other, to gather experience from practice, to re-think your own attitude and leadership style, to develop new things and to think and go ahead.
- ☐ Relevant – Experimental – Demanding are the settings in which the participants, without a lot of planning, aim to create and experiment – they simply act. Easily. Progressively.
- ☐ Simple – Digital – Agile ... with business insights of the economics of the digitalization and methodical variety we create a long lasting experience and affect the thinking and conduct of the participants in three steps.



Before

What makes the difference?

We prepare the participants and ensure that everyone involved has a clear idea of what will be achieved. The learning process starts with pre-work to get the participants engaged and prepared to start the training on a deeper level.

Start 6 - 8 weeks before the event pre-work (as input for the training)



Be There

How to make the difference?

A range of activities are used to keep the participants engaged. Fun lessons are planned that encourage participants to explore and experiment. That's how we like to learn too and the way we design your training.

Mixture of input, interaction, work and dialogue sessions, exercises, reflections as well as presentations



Beyond

Just make the difference!

The success of a training defines on how it's followed up. We can advise on how to make the best of the skills learned when returning to work. Therefore, we have some follow-up formats the participants can use to help them retain the lessons they have learned.

Follow-up back to work

Topic #1: VUCA & Digitized World

Understanding the impact of change driver and dealing with change

Topic #2: Experiences & Competencies

Exchange of experience, transparency of know-how

Topic #3: Leadership Styles

Understanding and accepting the challenges and opportunities of ambidextrous leadership

Pre-work

- Involvement of participants, preparation of the training
- Assessing digital readiness of the organization
- Assessing leadership orientation through LPQ instrument

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Our Concept - Day #1

What can we learn from each other?

Opening

- Awareness of topics, get to know each other, easy start
- Expertise "Who are we?" - (e.g. sociometric set-up), expectation inventory

Digital Diamond

Four areas of investigation regarding digitalization: VUCA, Business, Leadership, Transformation

VUCA-Model



The world is VUCA - introducing complex und complicated environments; black swans and our growing difficulties to plan head by extrapolation

How to operate successfully in a VUCA world?



Cynefin-Model

Increasing complexity and chaos require new ideas. Moving into the world of ambidextrous leadership (understanding the need to expand the range of leadership)

What are the main drivers and how do we earn money in a digital world?

Comments:

Ambidextrous Leadership Model as response to VUCA-World; from STEP-C to NOPA-T

Economic digitalization



Understanding how digitalization changes our Business economics. Core drivers: big data, AI, IoT. Understanding how digitalization changes the way we earn money (transaction costs, speed, ubiquity, modularity, network effects, odd cost structure, system lock in)

Value Map and Customer Profile



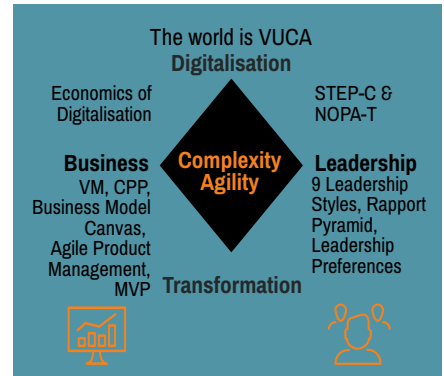
Applying Value Map (VM) and Customer Profile (CP) to an individual case

Business Model Canvas



Introduction to the Business Model Canvas method; explanation why design thinking is important

Workshop concept



Our Concept - Day #2



Agile Product Management

Introduction to Agile Product Management(background, agile methods, philosophy, elements, roles, Kanban board)

“What does this mean for leaders?”

Business Model Canvas



- Design your Business Model Canvas / Applying to the individual case from the day before
- Up to four workgroups using prepared posters; gallery walk; reflection, Q&A; two iterations (two sprints)

9 Leadership Styles



Bridging over to the other branch of the diamond. Transforming the leadership in a digital environment (from STEP-C to NOPA-T). Understanding and accepting the challenges and opportunities of ambidextrous leadership

Participants are asked to position themselves and reflect why they have chosen their position. What are typical leadership issues they face? What is their role as a leader in the transformation process? What are the structural and personal challenges they are facing?

Our Concept - Day #3

“What is my own digital roadmap and what are the next steps?”



Future Profiler

Agile leadership

OCSD (Objectives, Challenges, Solutions, Deliverables)



Making it as specific as possible - focus on myself, team, eco-system



My own digital hack

Developing own digital roadmap

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About

InspireOne® partners with organizations to help manage change scenarios and achieve business results, through contextualized and inspiring interventions around leadership and people development, strategic alignment and building strong sustainable culture.

