

# Manager 3.0, Jurgen APPELO Certification

Hands-on course of 2 days - 14h

Ref.: LLP - Price 2025: 1 570 (excl. taxes)

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.

## EDUCATIONAL OBJECTIVES

At the end of the training, the trainee 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

## TEACHING METHODS

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

## CERTIFICATION

The Management 3.0 certification exam is taken during the training.

## THE PROGRAMME

last updated: 02/2024

### 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.

## PARTICIPANTS

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

## PREREQUISITES

Have management experience.

## TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

## ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

## TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

## TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

## ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@ORSYS.fr](mailto:psh-accueil@ORSYS.fr) to review your request and its feasibility.

- 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

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### REMOTE CLASS

2025 : 09 oct.