Agile Leadership Class (EN)

Learn how to enhance the power of the OKR framework by combining it with agile leadership practices

cidpartners
integrating perspectives

AUDIENCE

The training aims at line managers, change managers, leadership development experts, agile coaches and everyone interested in learning how to boost the agility of teams and organizations by effectively combining OKR practices with an agile approach to people and team leadership

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YOUR BENEFITS

- ✓ We will bring to you a full-range leadership model that will help you master the challenges of leading people and teams in ways well aligned with the agility demands put on them. This model will help you embrace your leadership role much more effectively.
- ✓ We will provide to you various
  - hands-on tools,
  - checklists,
  - templates,
  - guidebooks,
  - and best practices

  related to the overarching leadership tasks of navigating, engaging, and developing people and teams in line with the idea of ‚aligned empowerment'.
- ✓ OKRs provide an excellent structural setup and operating system for agile teamwork. However, leadership style and practices provide the cultural context and operational activities needed to get this system going and use its full potential. In this masterclass, you will learn how to leverage the synergies between OKR and agile people and team leadership.

AGENDA FOR THE TRAINING – DAY 1
(order of topics might still change)

DAY 1 (9:00-13:00 HRS)
- ✓ Welcome, Check-In & Intro
- ✓ Introducing the »Align - Empower« Framework of Agile Leadership
- ✓ »Motivate«: Creating emotional alignment with »PARIS« (emotional alignment)
  - Sparking engagement with one-minute conversations
  - Using the »GIVE« model of conveying esteem and recognition
- ✓ »Infuse«: Creating commitment to the purpose and values of the organization (normative alignment)
  - Managing psychological contracts
  - Making fairness tangible
- ✓ »Focus«: Creating task/goal alignment within teams and across the organization (procedural alignment)
  - Giving feedback with »SAIL«
  - Building the shared mental model – meetings beyond the OKR cycle

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AGENDA FOR THE TRAINING – DAY 2
(order of topics might still change)

DAY 2 (9:00-13:00 HRS)
- ✓ »Facilitate«: Enabling self-organization, removing barriers (structural empowerment)
  - Managing faultlines (»boundary spanning«)
  - Granting decision-making discretion with Oks
- ✓ »Coach«: Boosting effectiveness (competency-focused empowerment)
  - Creating learning and growth mindsets
  - Offering performance coaching (»GROW«)
- ✓ »Innovate«: Fostering exploration, iterative work, and tension-based development (innovation-focused empowerment)
  - Frame for learning, creating team psychological safety
  - Sparking an exploration mindset with micro-methods / liberating structures
- ✓ Personal Actions & Check-Out

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CONTACT US

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ℹ See more about **»Align – Empower« Framework of Agile Leadership**:
https://cidpartners.de/en/enabling/leadership/agile-leadership.html