



Future of work

Business Simulation

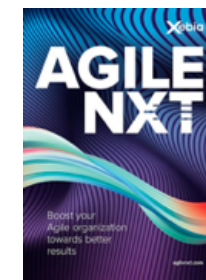
Rik de Groot & Marianne Pot

6 November 2020



Rik de Groot

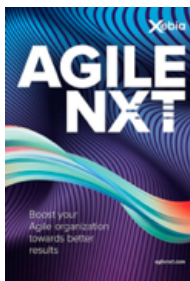
Lead consultant in Agile transformations and expert in organizational change and business agility. Specialized in helping mature Agile organizations reach the next level. My passion is to engage people in fixing real organizational problems through a human-centered approach. Coached management and other teams at Unilever, ING, Nike and other organizations. Certified Agile Master and author of the book A Pocket Guide for responsive organizations.



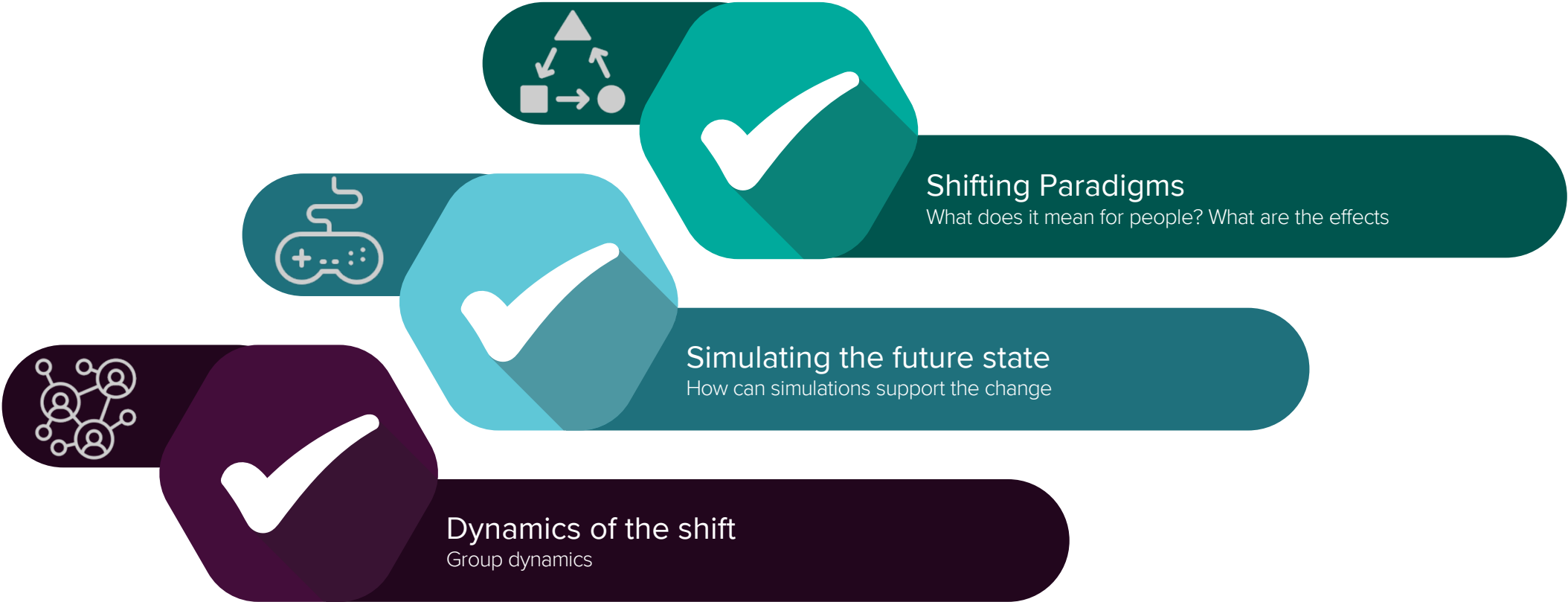


Marianne Pot

Agile Management Consultant & Chapter Lead
Badass Agile Europe. I have a strong background in
business and IT. I'm known for my ability to guide
(management) teams in challenging circumstances
on their way to professional Scrum and Kanban.
I love to fix teams at any level in the organization and
see them soar.



Content – Future of Work



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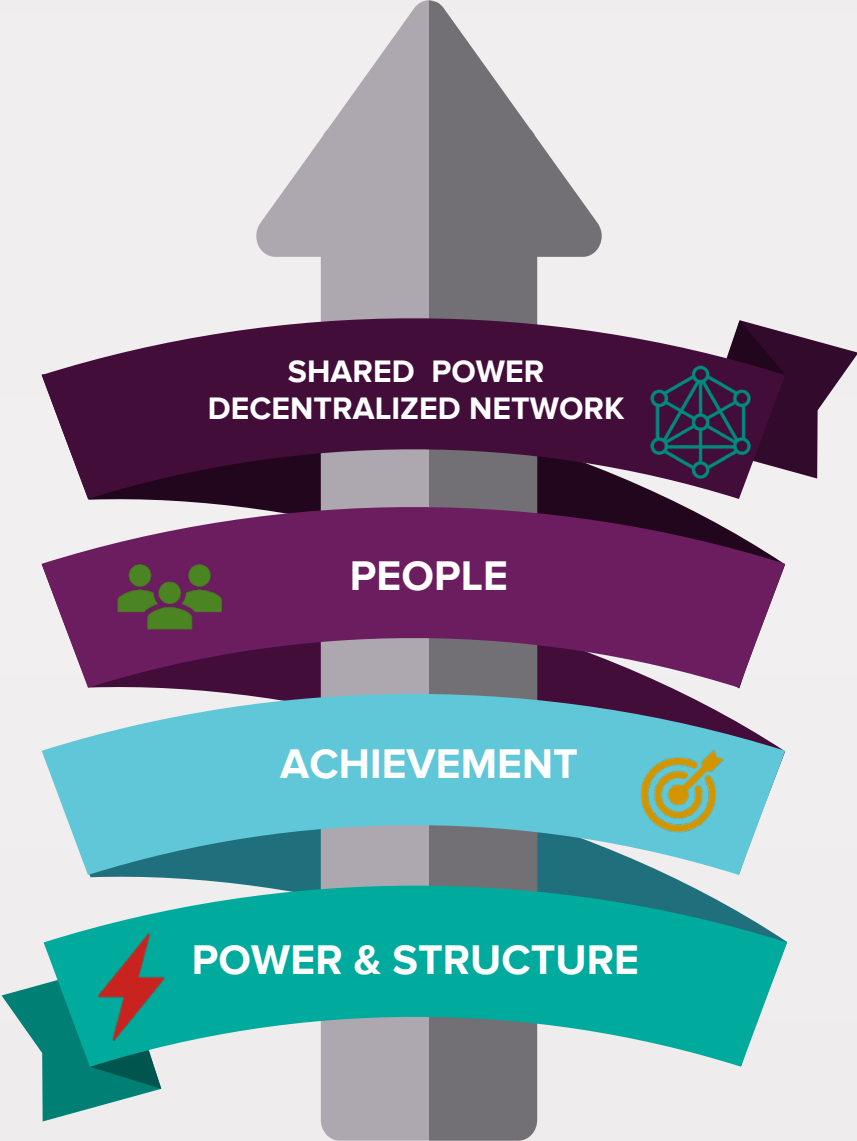
Shifting Paradigms

What what does it mean for people?





Paradigms



SHARED POWER

Evolutionary - Turquoise
Evolutionary purpose, wholeness, self-management



ACHIEVEMENT

Performance - Orange
Innovation, accountability, Meritocracy



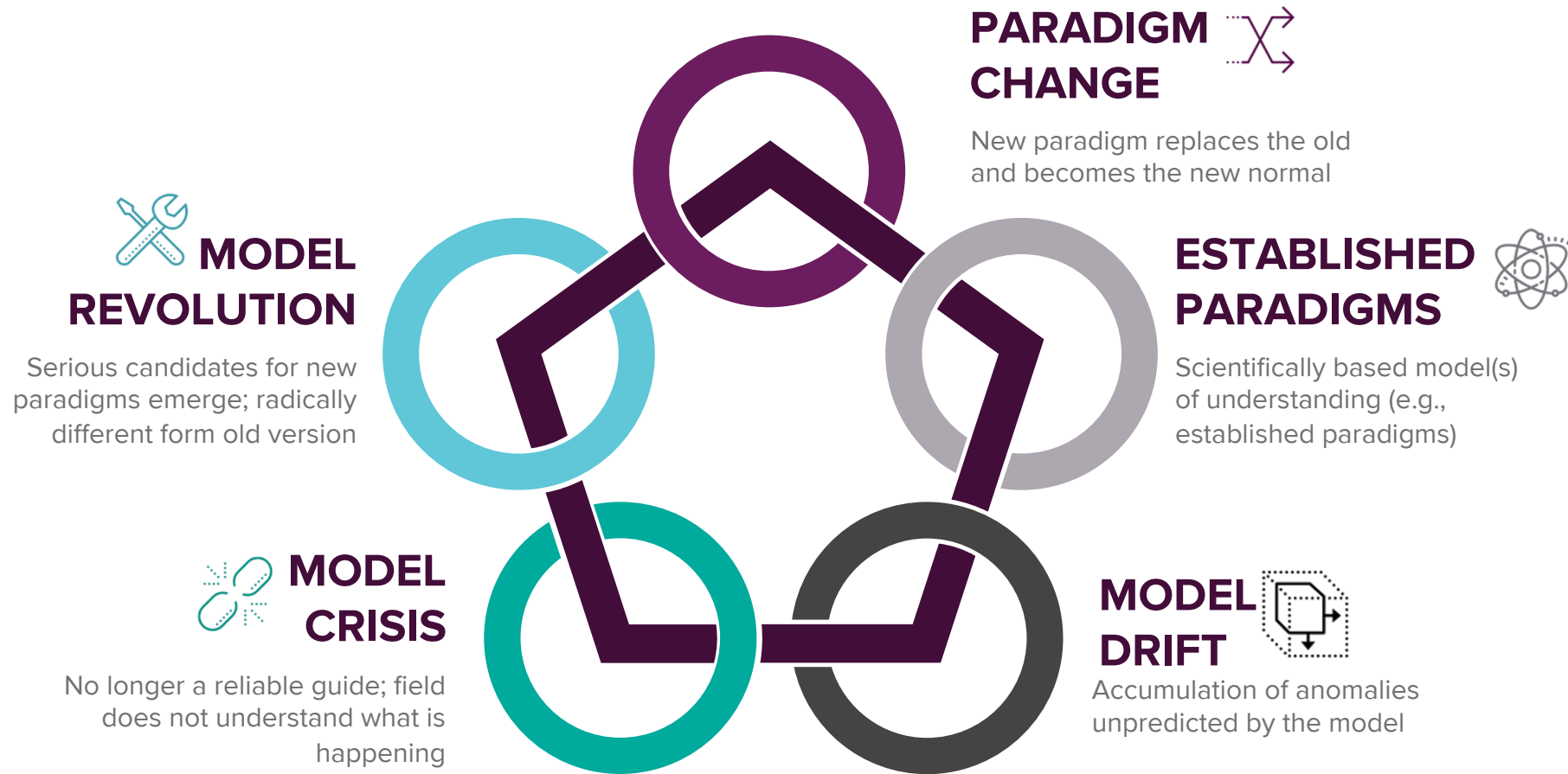
PEOPLE

Pluralism - Green
Empowerment, value driven culture, Multiple stakeholders perspective



POWER & STRUCTURE

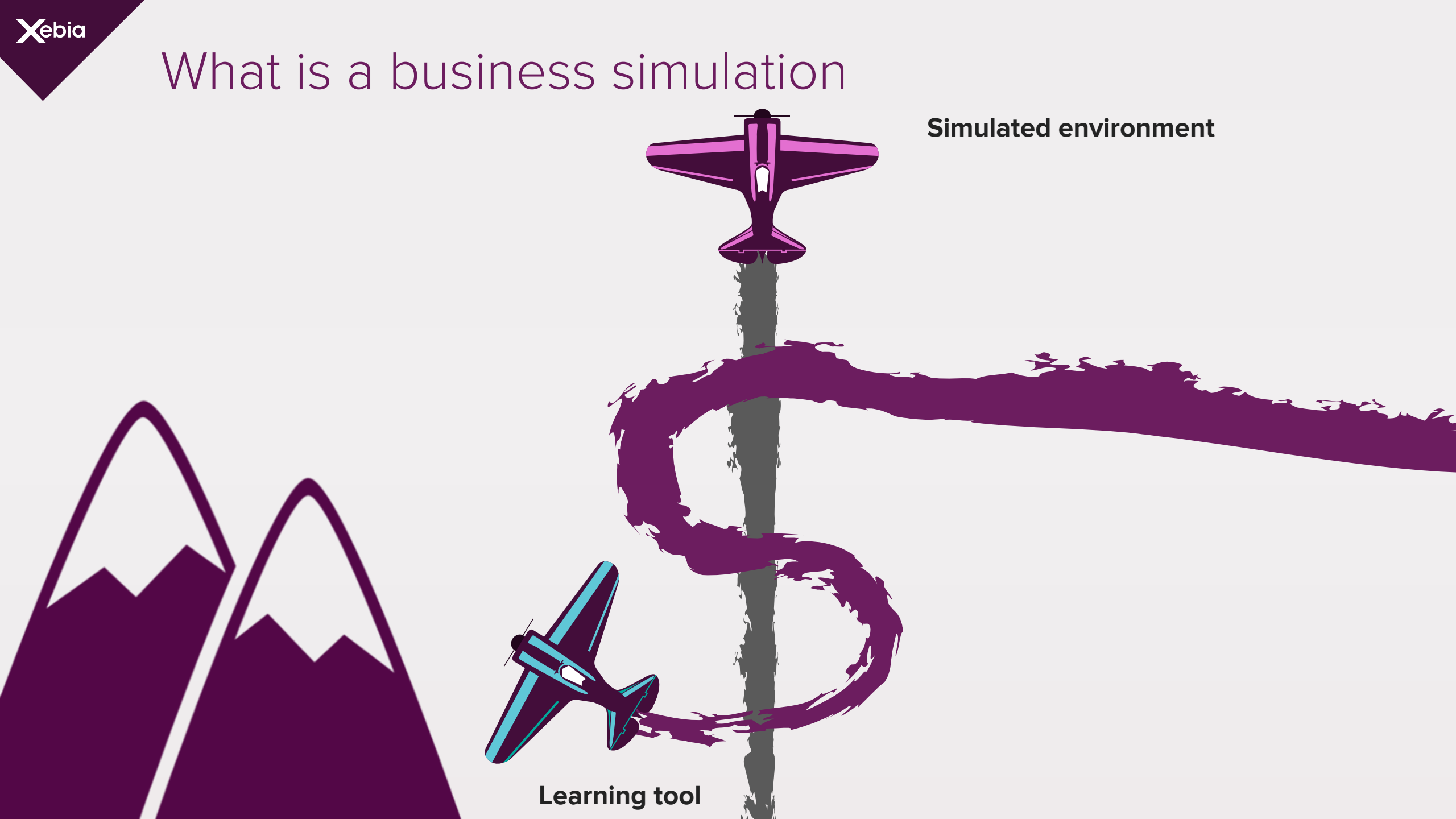
Impulsive - Red
Assignments by authority, dividing work
Conformist - Amber
Long-term perspective, formal roles, processes



Kuhn Cycle

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Simulating the future state



What is a business simulation

Simulated environment

Learning tool

Four reasons for using business simulation



Realistic

Put theory in to practice. Provide a practical environment for soft skills development



Risk-Free

Learn to fail and cope with uncertainty, Failer creates a foundation by learning by doing. Test different strategies



Experiment WoW



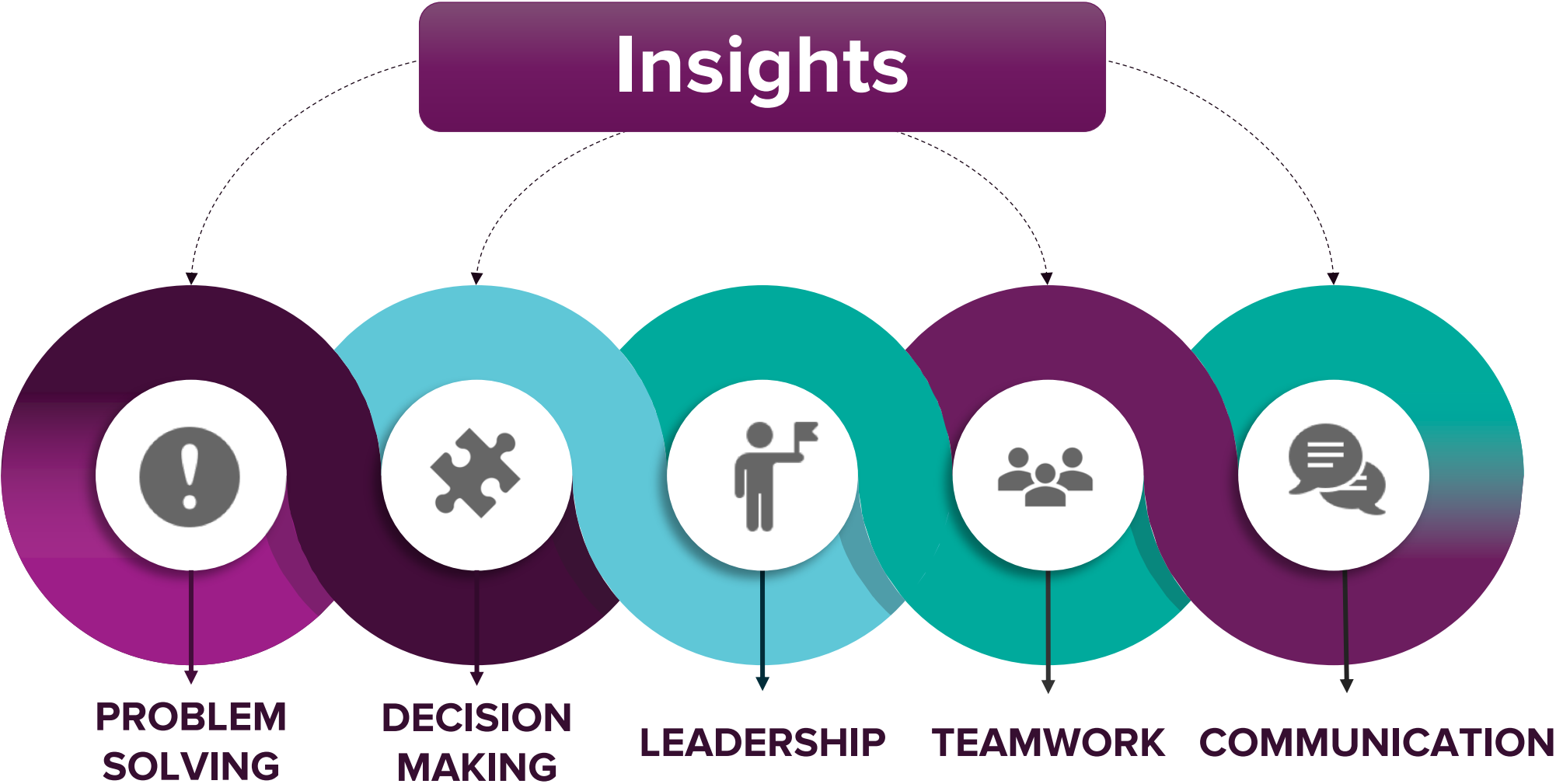
Receive immediate feedback. Enable employees to sharpen their mastery and try new skills or approaches again.



Learning faster

Time and cost efficient, develop hands-on learning. Increased chance by using new skills to maintain insights and learned knowledge

Business Simulation



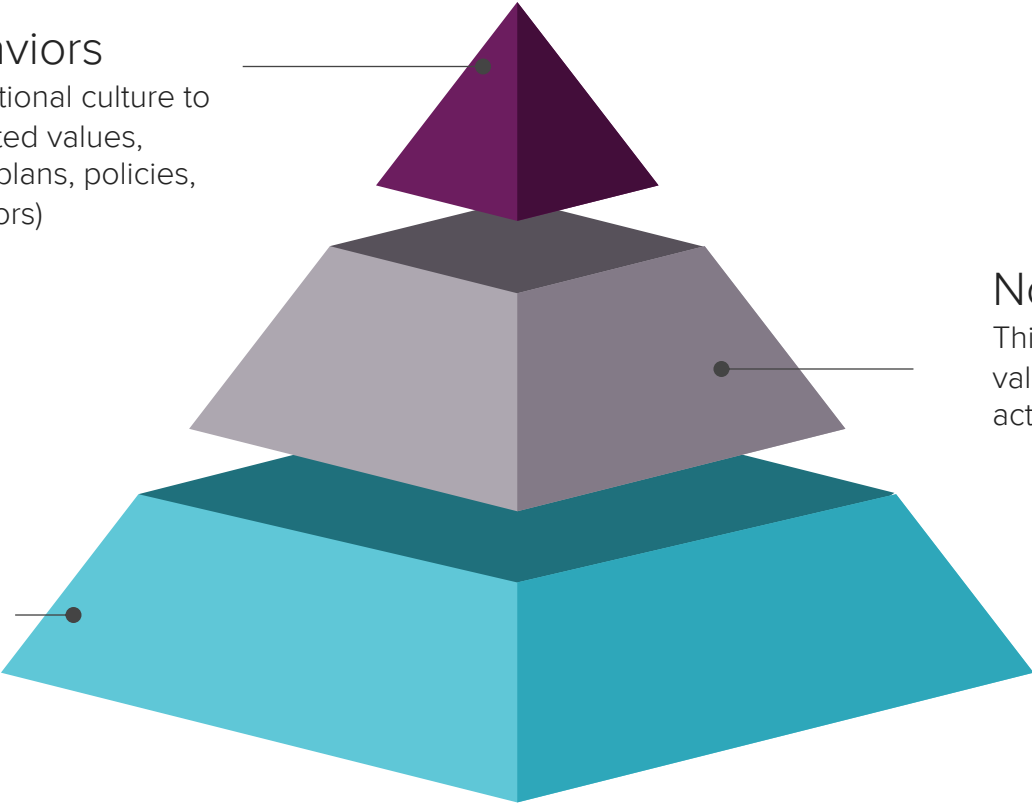
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Dynamics of the shift



Dynamics in the culture

Artifacts & Behaviors
Easiest part of organizational culture to see and touch. (i.e. posted values, office layout, structure, plans, policies, and observable behaviors)



Norms; Shared believes and values
This is what a company says it stands for and claims value. These are often completely incongruent with the actual behaviors

Believes and values
These are the norms, assumptions, tacit knowledge that govern the organization and have the biggest impact on decision-making. These are the things people ignore.

Dynamics



Team maturity

Maturity of the team and interactions



Communication

Interaction in and outside the team



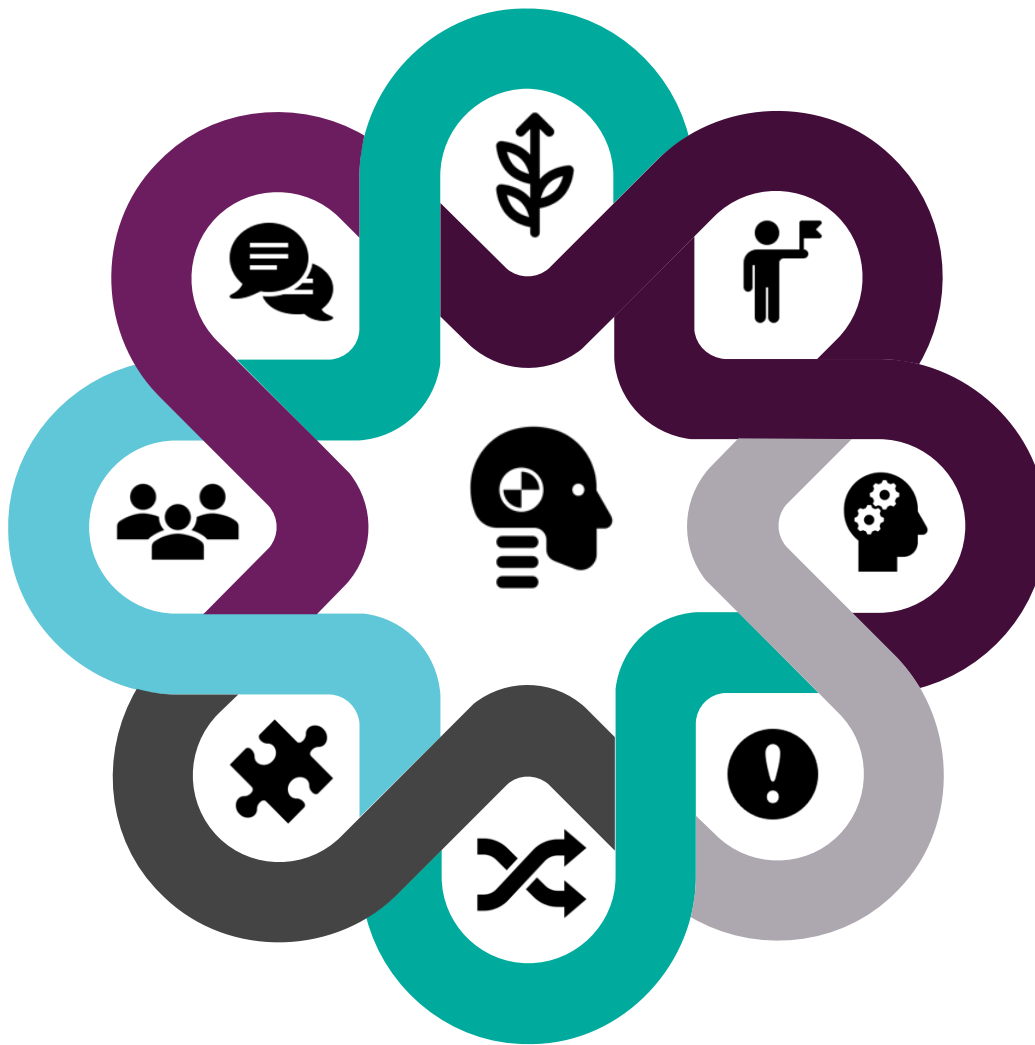
Teamwork

Collaboration and focus on the whole



Decision-making

Shared decision making



Leadership

What leadership is needed in a stage



Mindset

Attitude and behavior



Problem solving

How are problems solved

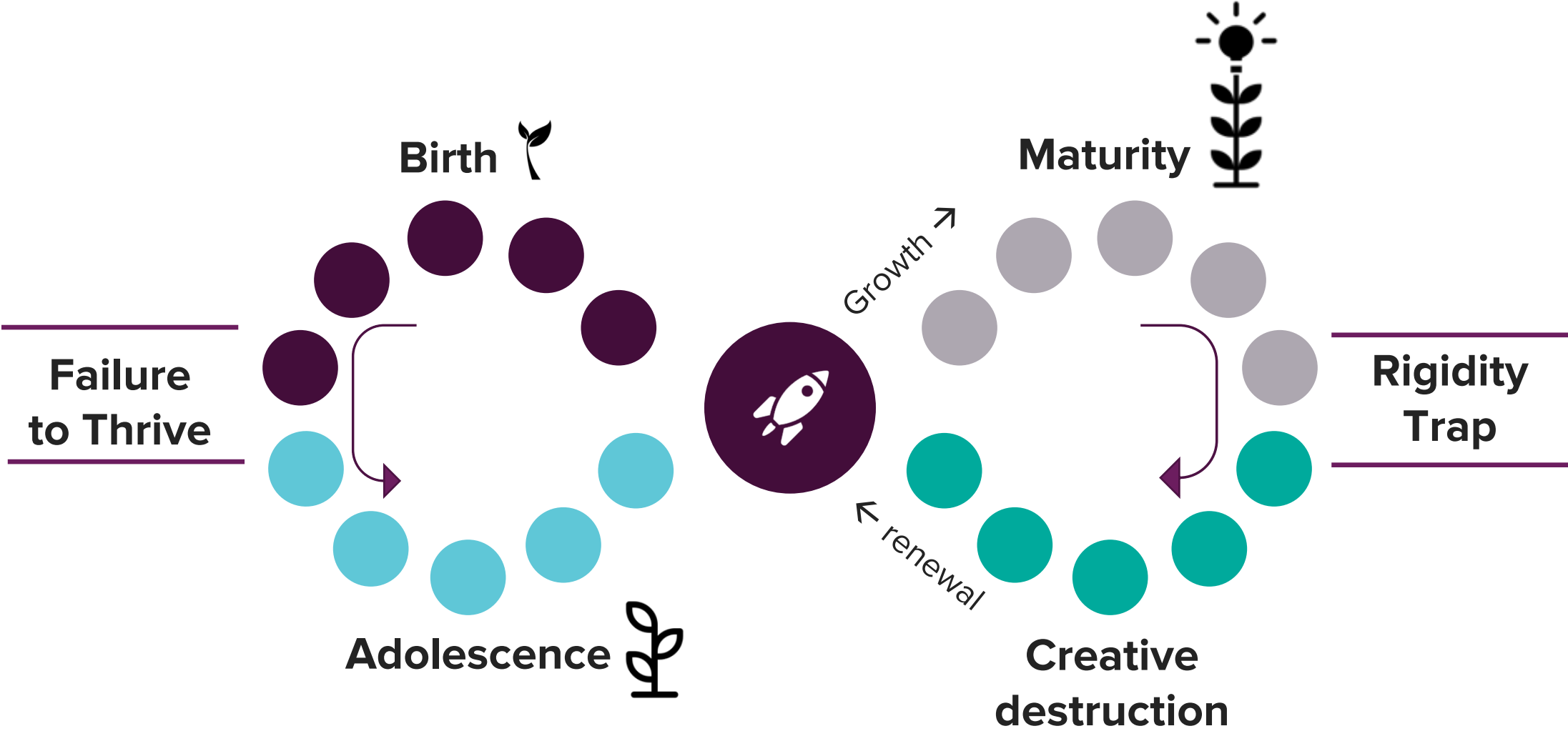


Adaptability

Adaptability to respond to changing conditions organically



Dynamic Re-teaming





Accelerate

Simulation



Accelerate Simulation

What is Accelerate Simulation?



Why?

Organization-wide collaboration is complex; different departments speak different languages, which makes communication and collaboration between, for example, business and IT difficult.



What is it?

Full-day program in which theory and practice merge seamlessly. We simulate a theme park's construction, complete with planning, execution, review, and retrospective



For Whom?

- Suitable for:
- 3 to 18 teams
 - 12 to 150+ people
 - Teambuilding
 - Organization-wide



More information?

Please contact us for more details.
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Thanks for being here!

Slides will be shared this afternoon ✉

Questions or want to connect?



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