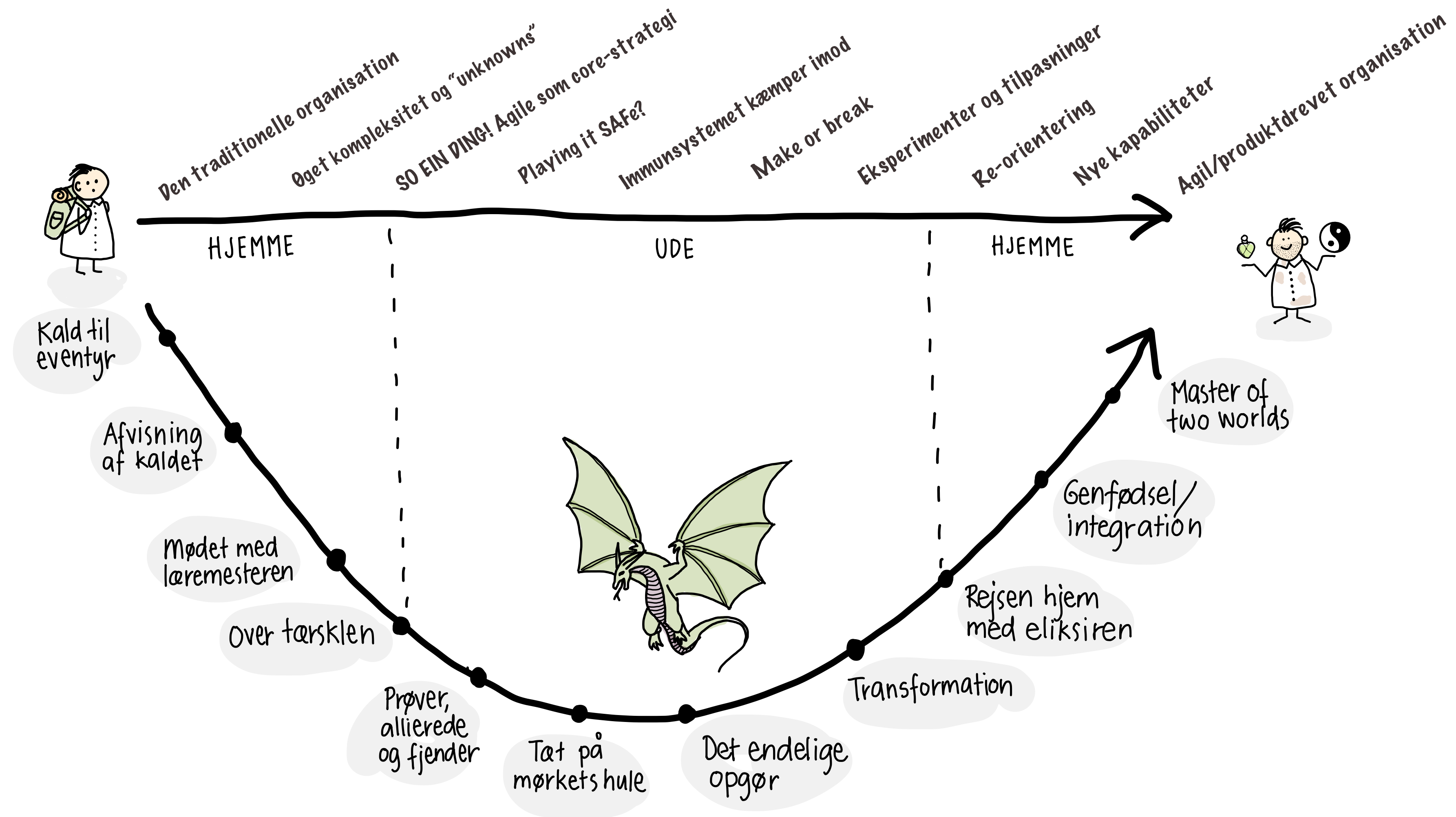
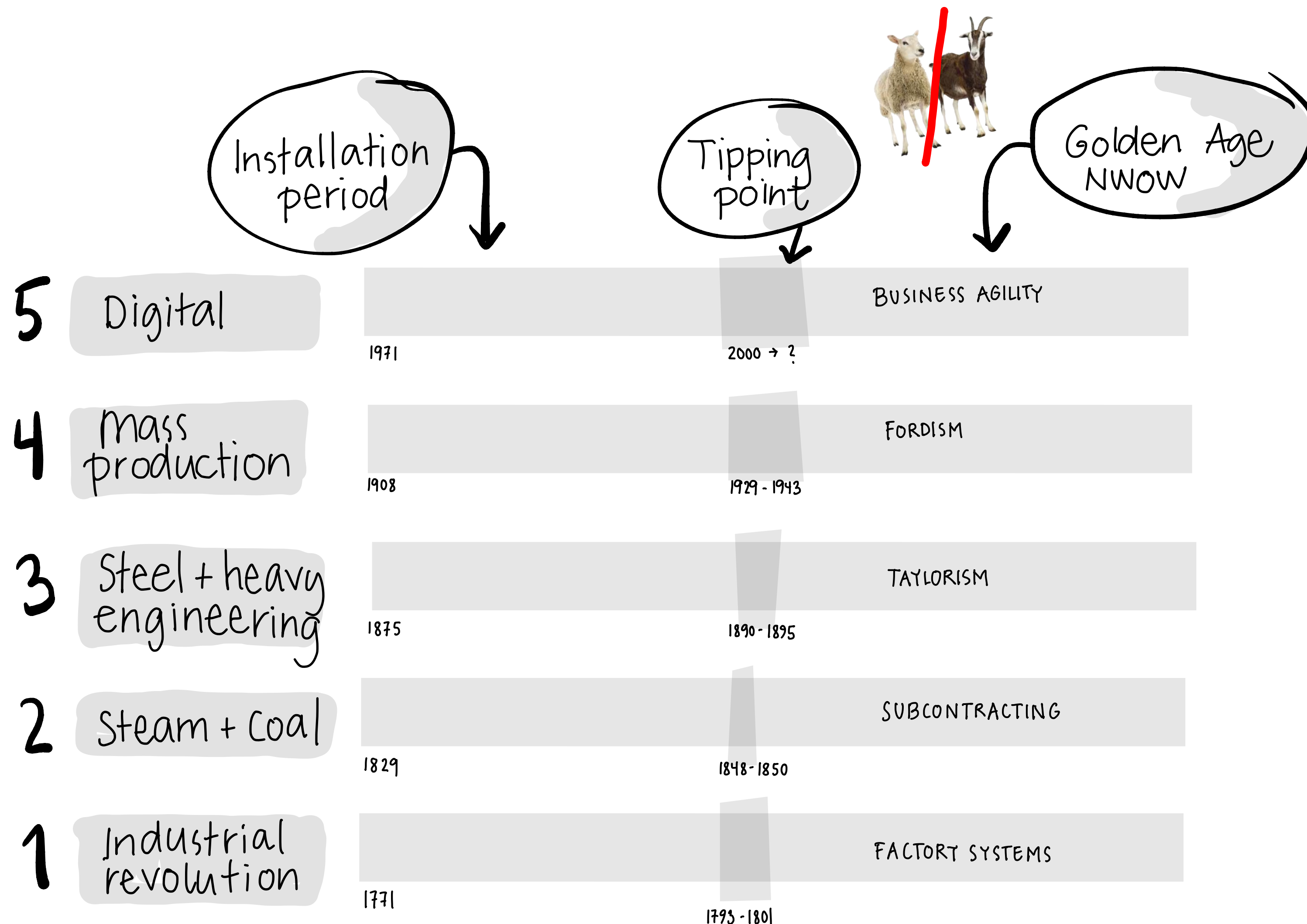


Hvad sker der egentlig, når man sætter “Agile” foran “Leadership”?







Sooner, Safer, Happier
Carlota Perez



Age of Digital

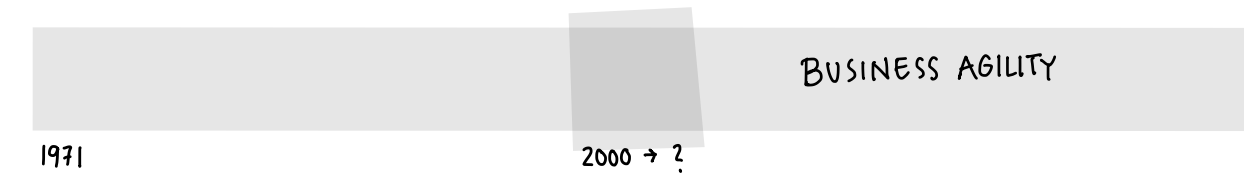
- Unik produktudvikling
- Emergent arbejdsdomæne
- Find den bedste unikke løsning til konteksten - og gentag
- Vidensarbejde, kode som "materiale"
- Unknowns

Age of Mass production + Steel & Heavy Engineering

- Repetitiv massefremstilling
- Stabilt, deterministisk arbejdsdomæne
- Find den bedste praksis og gentag
- Fysisk arbejde og fysiske materialer
- Knowns

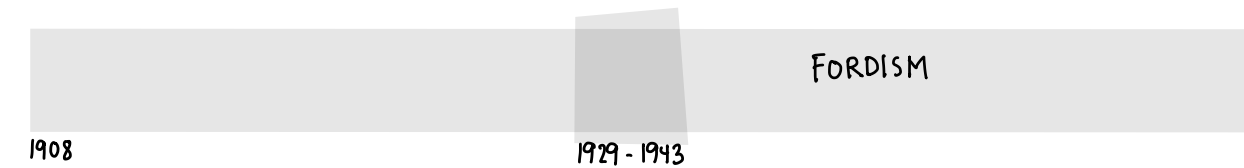
5

Digital



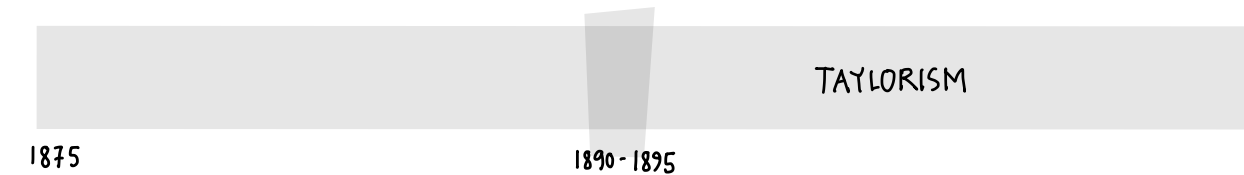
4

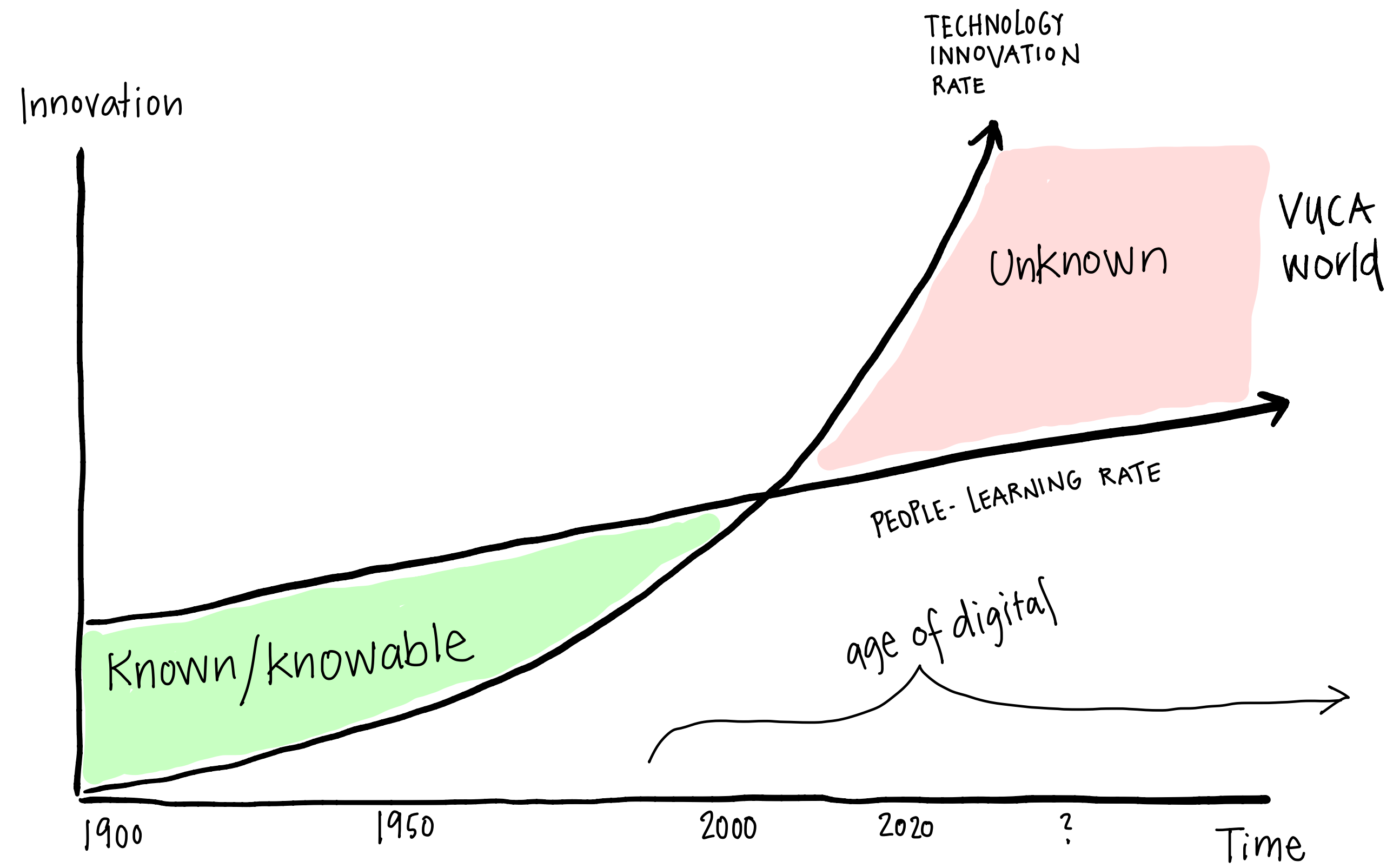
mass
production



3

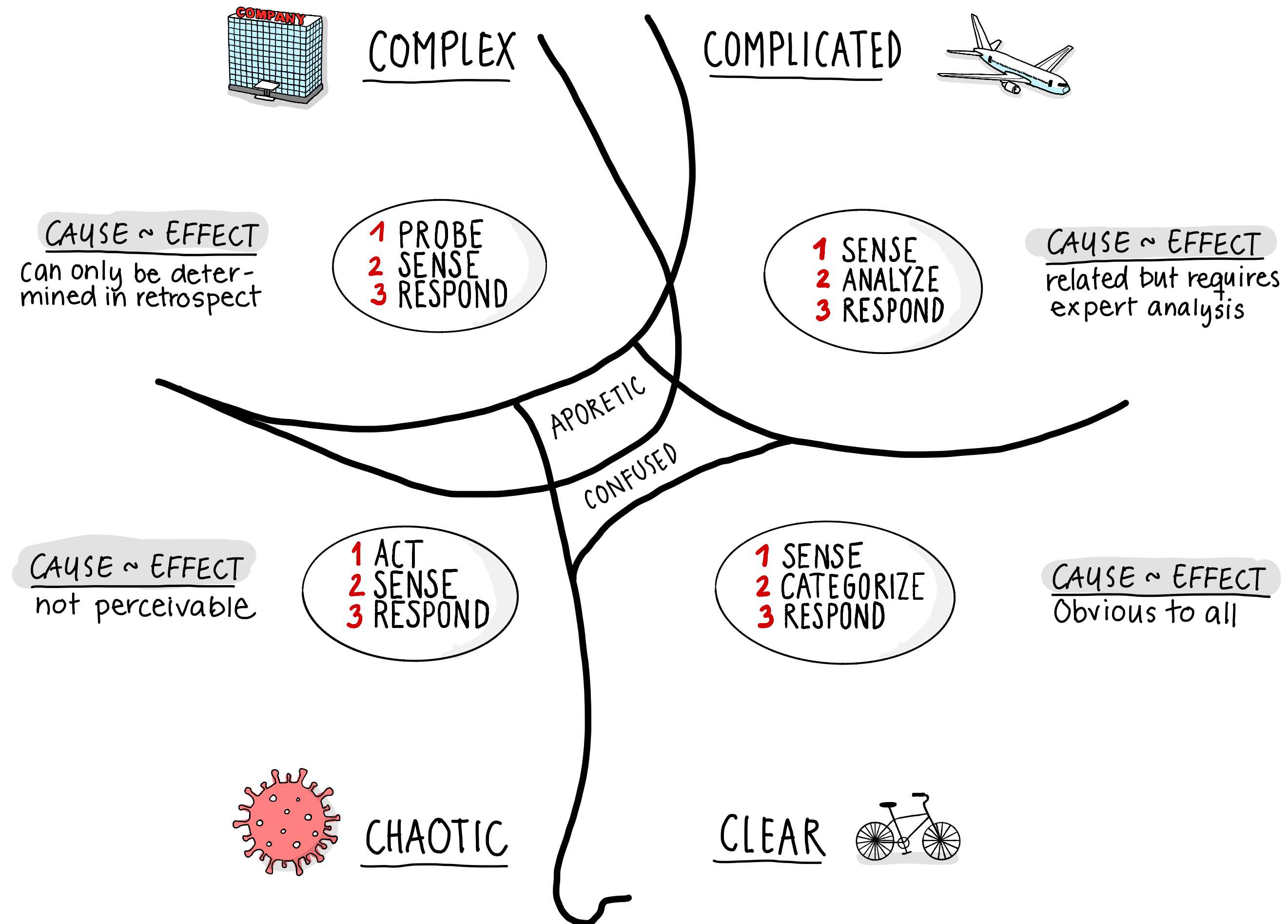
Steel + heavy
engineering



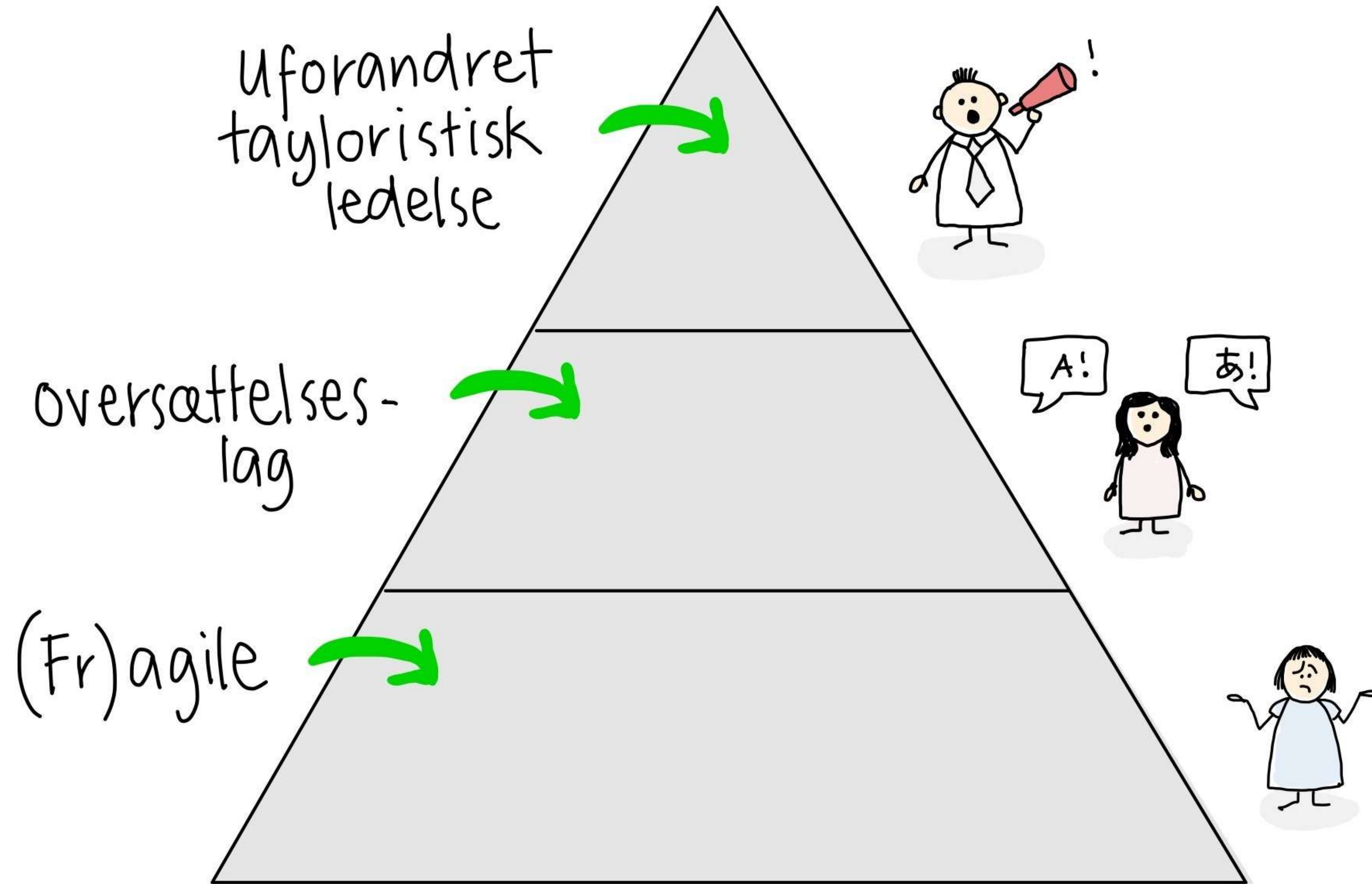


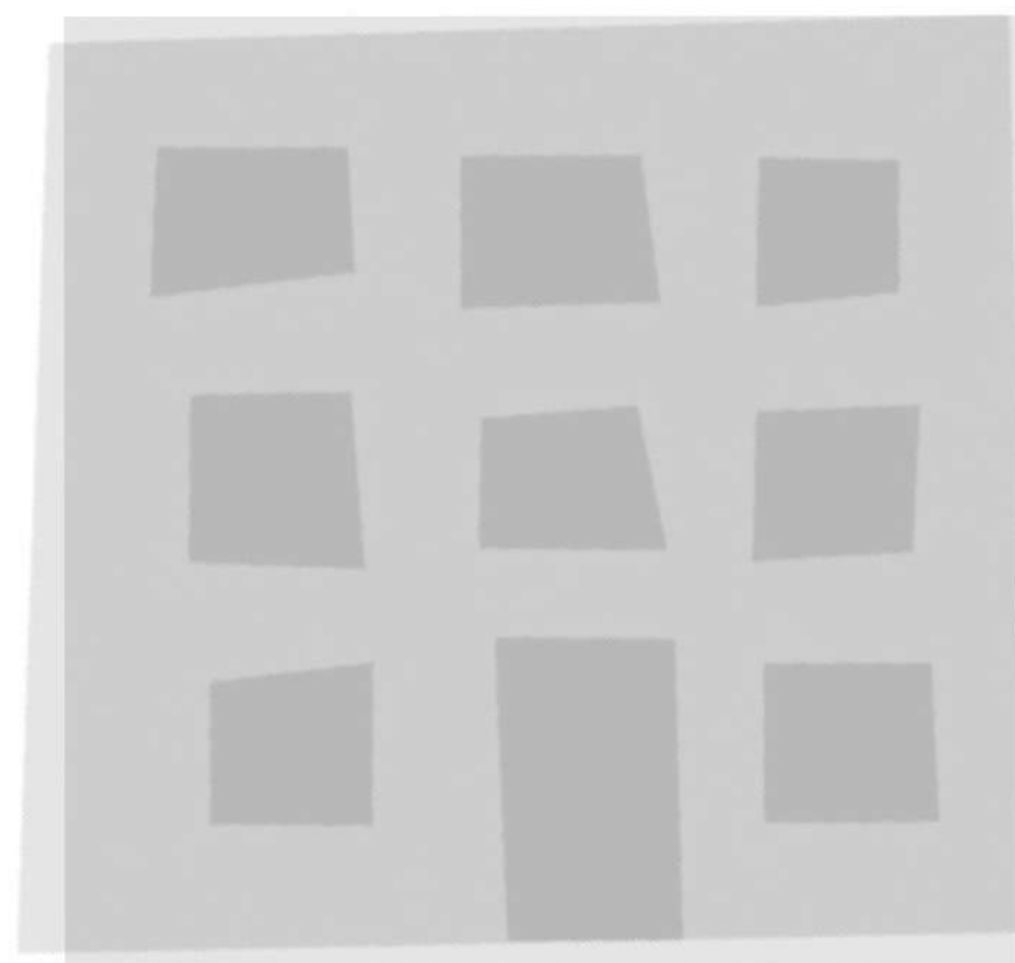
HBR 2014

CYNEFIN

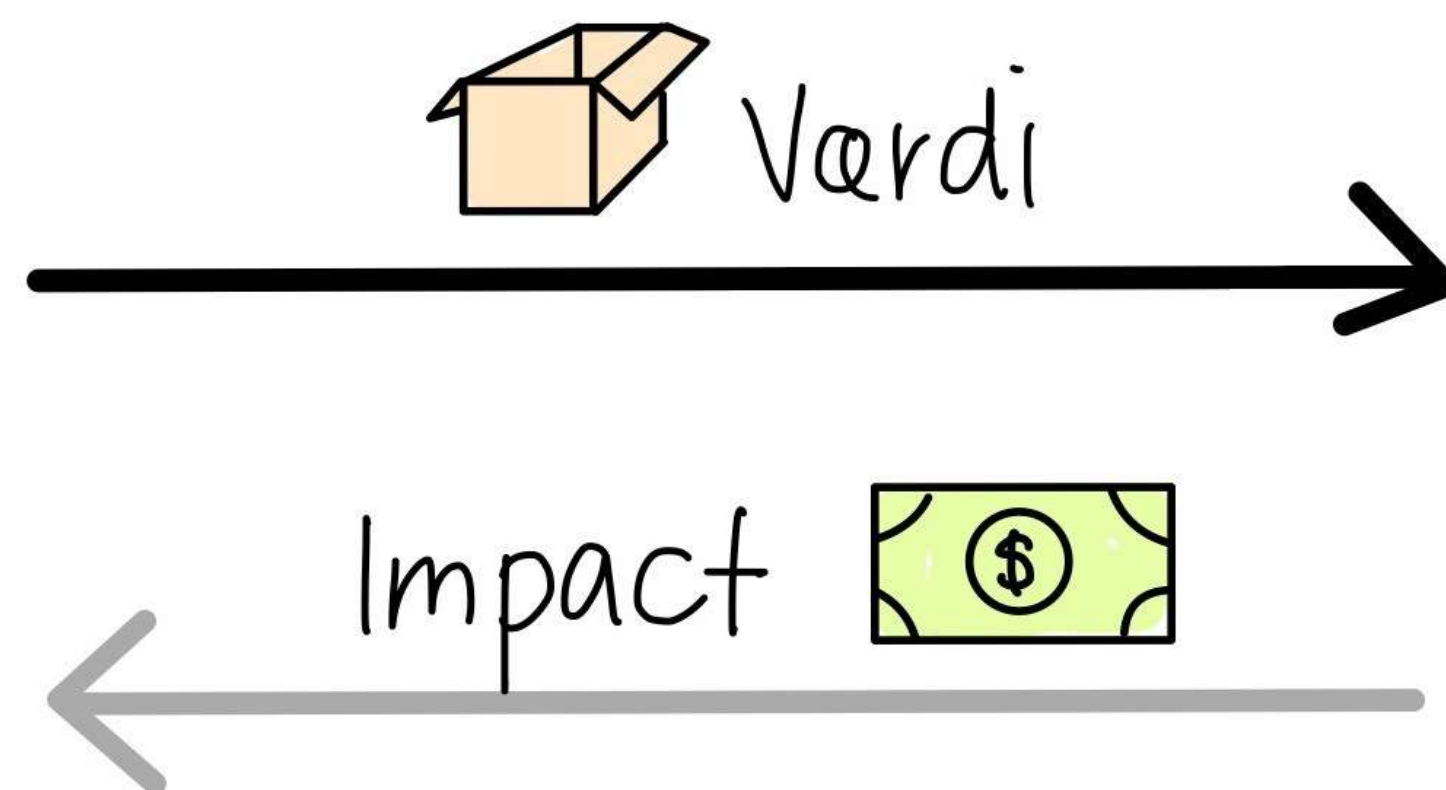


FRAGILE





FORRETNING



KUNDE

Transformation Mastery

Byg det effektivt!

- Org. design
- Ways of Working
- Forandringsledelse
- Governance
- People/HR

ROLLER
Scrum Master
Agile Coach
People Dir.

EKSPERIMENTER
flow og
kommunikation

METRIKKER
Flow/
output

PRINCIPPER
Agile
manifest

PRAKTIKKER
Scrum
Kanban, SAFe,
Less, Nexus

Ingen har
brug for det

PRAKTIKKER
XP
DevOps
Clean code

METRIKKER
kvalitet

PRINCIPPER
Manifest
for software
craftmanship

EKSPERIMENTER
Kvalitet
og automati-
sering

ROLLER
Developers
Chapter Lead
Tech. Dir.

Technical Mastery

Byg det rigtigt!

- QA
- Tech stack
- Tooling
- Arkitektur
- Sikkerhed

For dårlig kvalitet

PRINCIPPER
Customer
development

PRAKTIKKER
Lean Startup
Design Thinking
User Experience

EKSPERIMENTER
Kunde-
feedback og
produkt

METRIKKER
værdi/
outcome

ROLLER
Product Owner
Product Manager
Product Dir.

For langsomt

Product Mastery

Byg det rigtige!

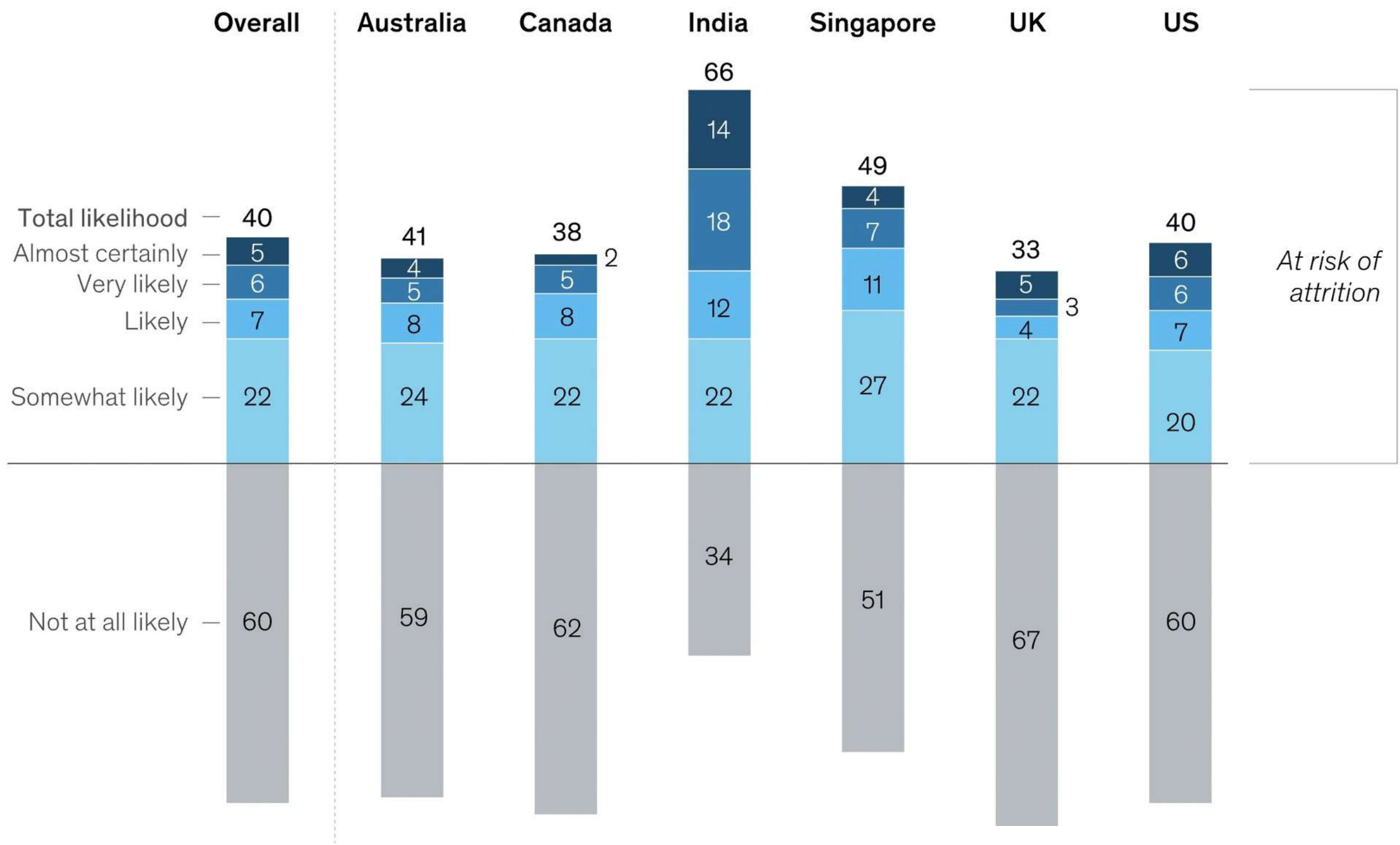
- Continuous discovery habits
- Hypoteser/ eksperimenter
- Finansiering
- Produkt-vision
- Roadmap/OKR

McKinsey Quarterly 2022



Forty percent of workers globally say that they might leave their jobs in the near future.

Likelihood that respondents will leave their current job in next 3–6 months, %



The Tech Talent War Is Global, Cross-Industry, and a Matter of Survival

Companies are winning by finding creative ways to widen their funnel of candidates.

By Jonathan Frick, KC George, and Julie Coffman

September 20, 2021 • 8 min read

Now, it's becoming clear that the competition for tech talent isn't simply an HR problem. It's about survival.

Tech companies are more likely to be disrupted than most other industries, and once disrupted, they have more difficulty recovering than most of their peers in other sectors, according to Bain research published last year. There are several factors behind this, but executives attribute it largely to the fact that tech talent is highly mobile and difficult to retain.

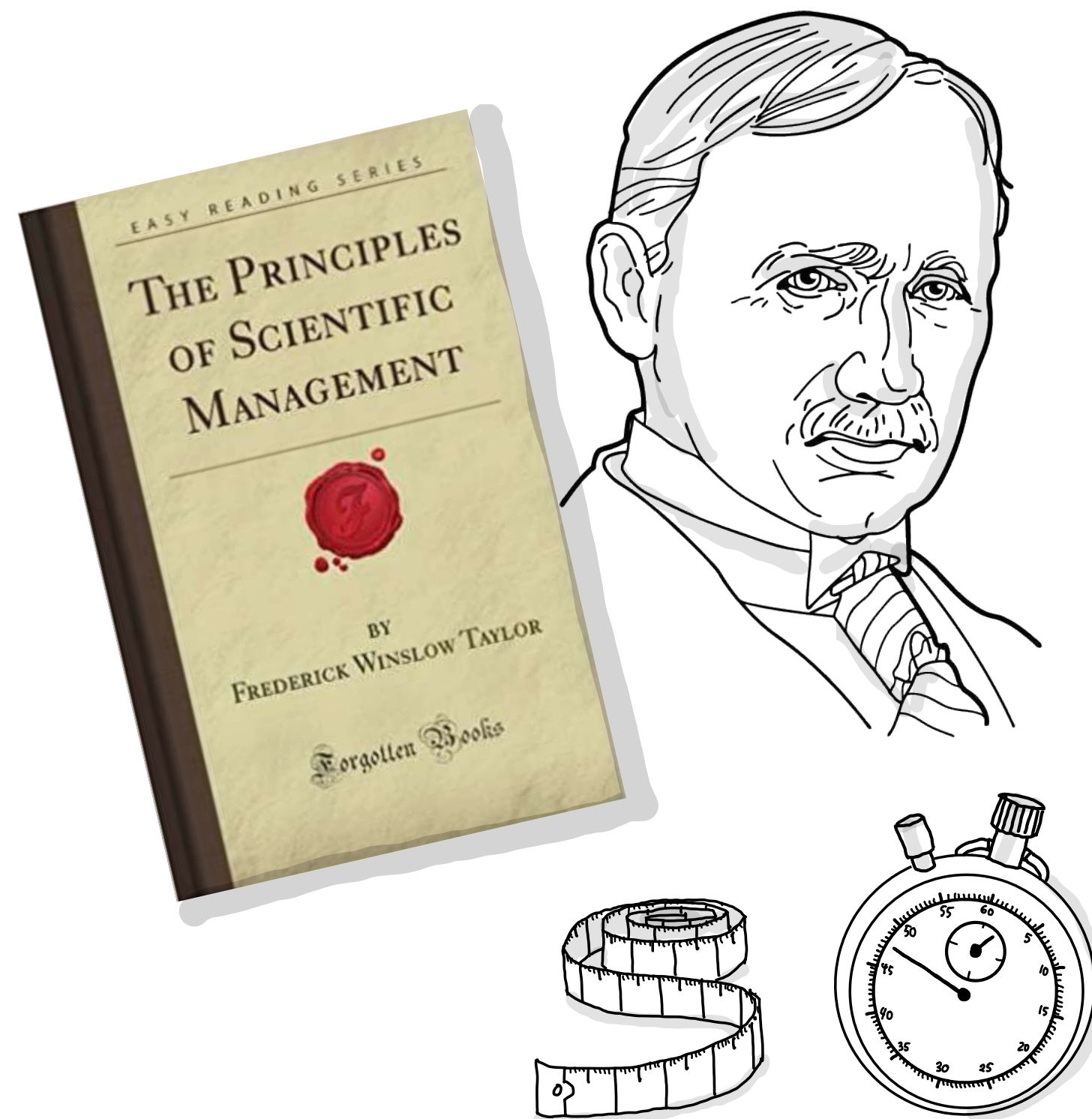
The takeaway? Companies that fail to recruit and retain great tech talent are bound to lose their edge, cede ground to competitors, and, in many cases, fade away. Meanwhile, companies that adopt a winning talent strategy will have a powerful advantage that's just as critical to their success as the competitive moat created by their technology products.



HAI-HAI. VI ER SKREDET !



Frederick Winslow Taylor

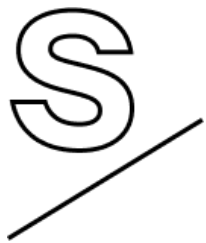
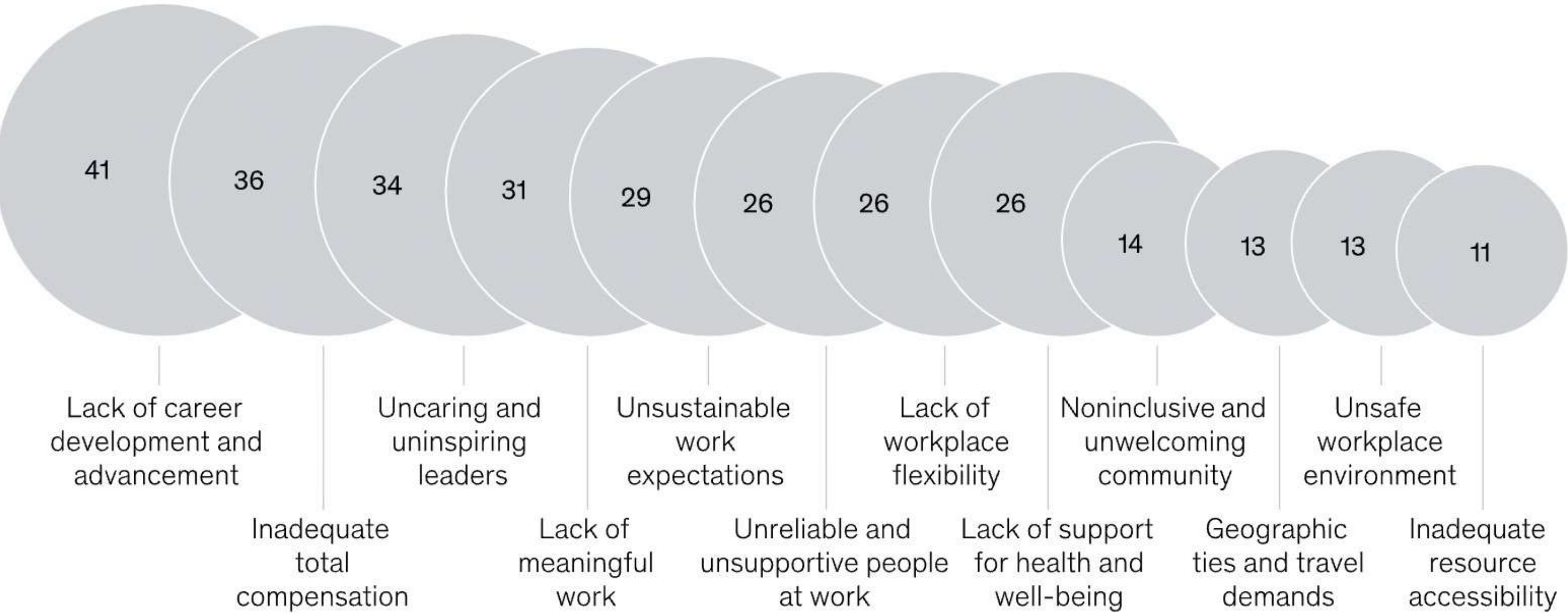


- Adskillelse af intellektuelt og fysisk arbejde
- Udskillelse af ledere/ledelse som særskilt kategori

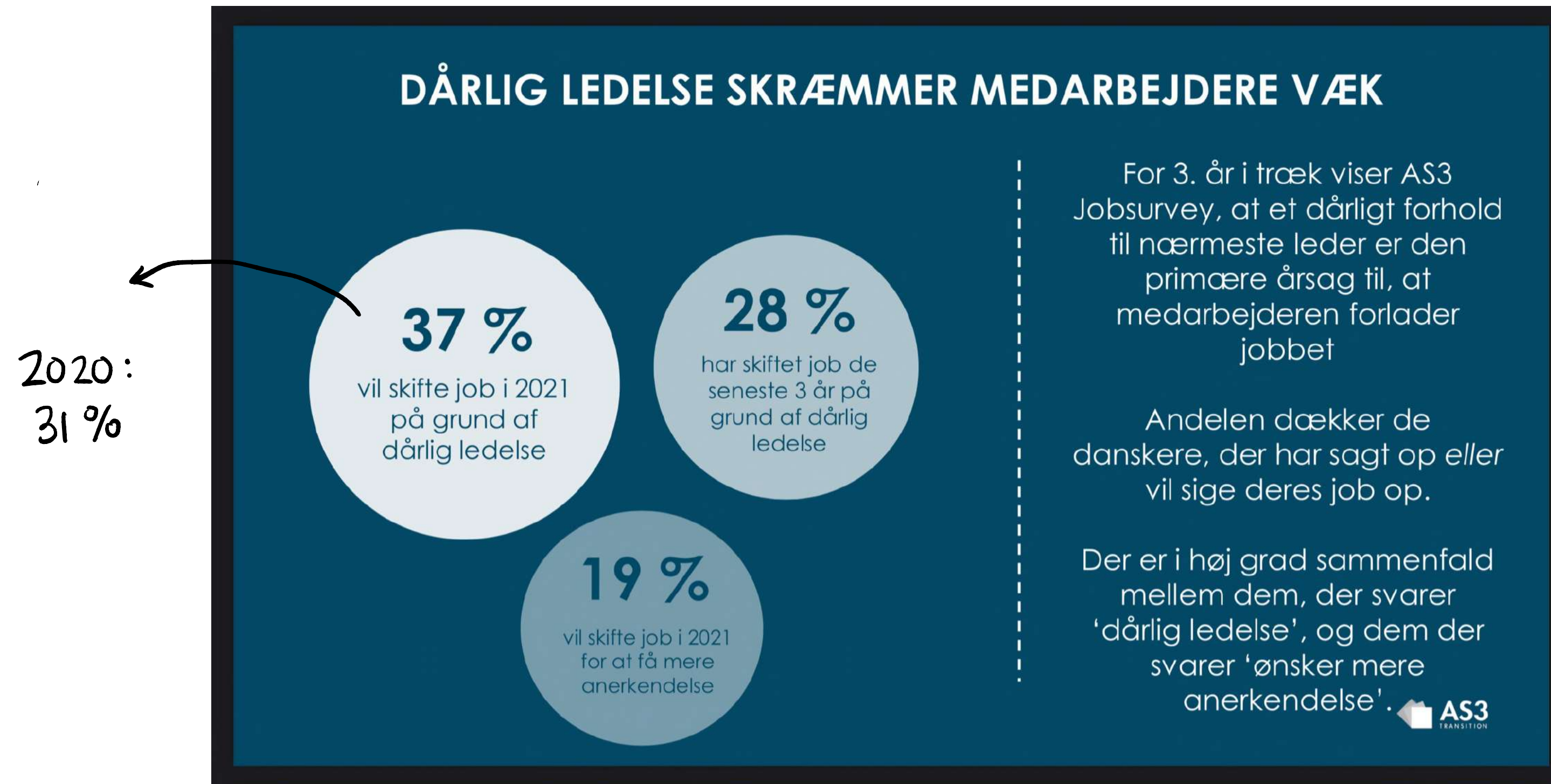


- Kvoter, planer, opgavestyring
- Specialisering og isolation - 1:1 ledelse
- Transaktionel ledelse

Top reasons for quitting previous job, Apr 2021–Apr 2022, %



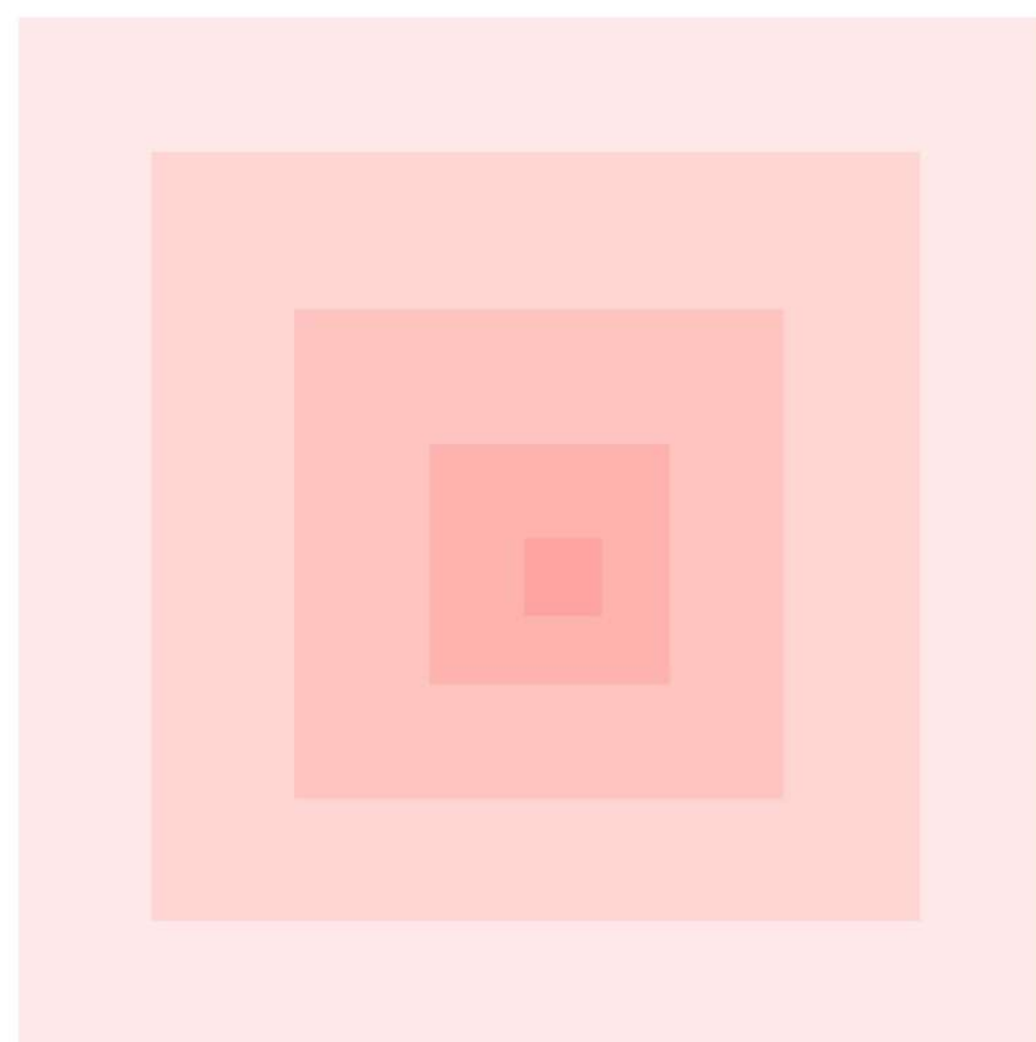
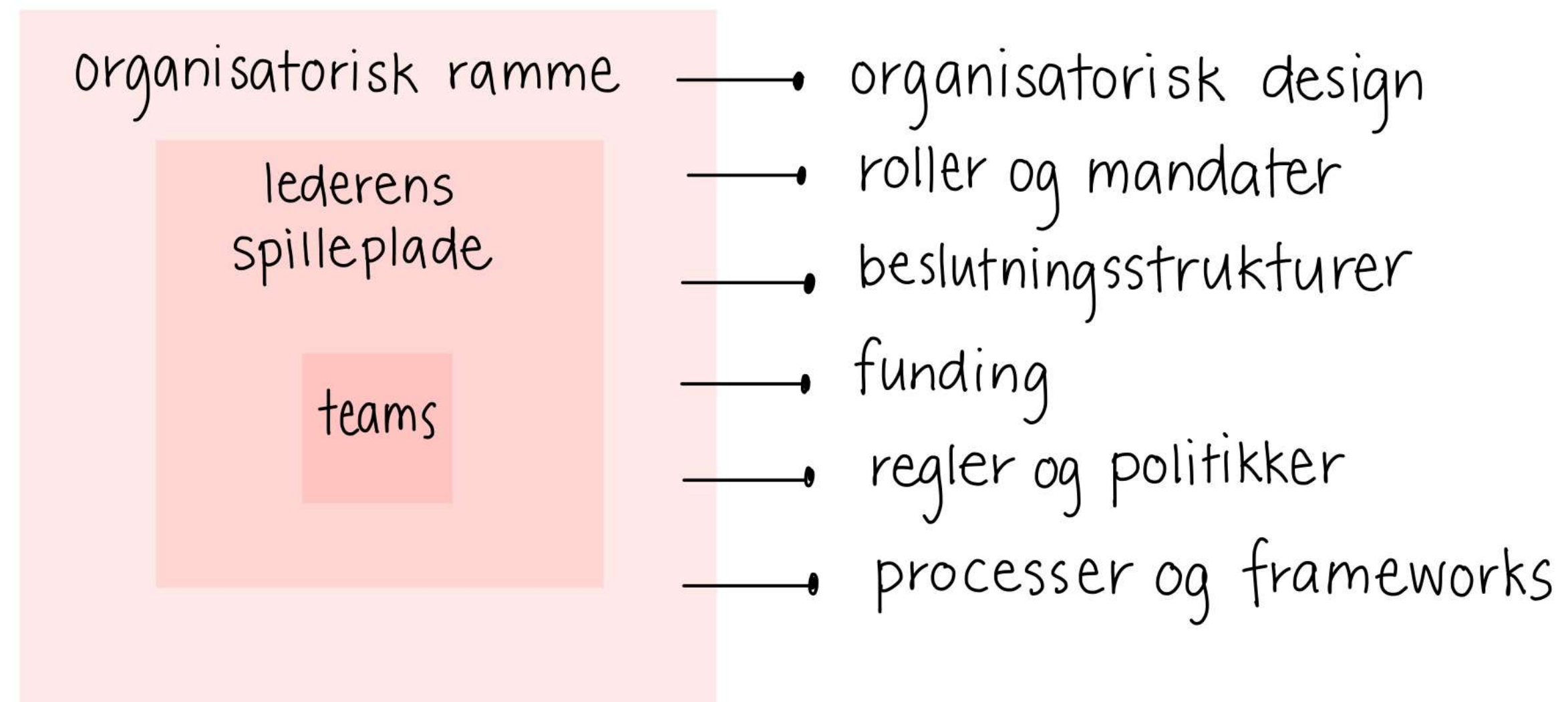
Denmark



AS3 Jobsurvey 2021

S





linjeorganisation

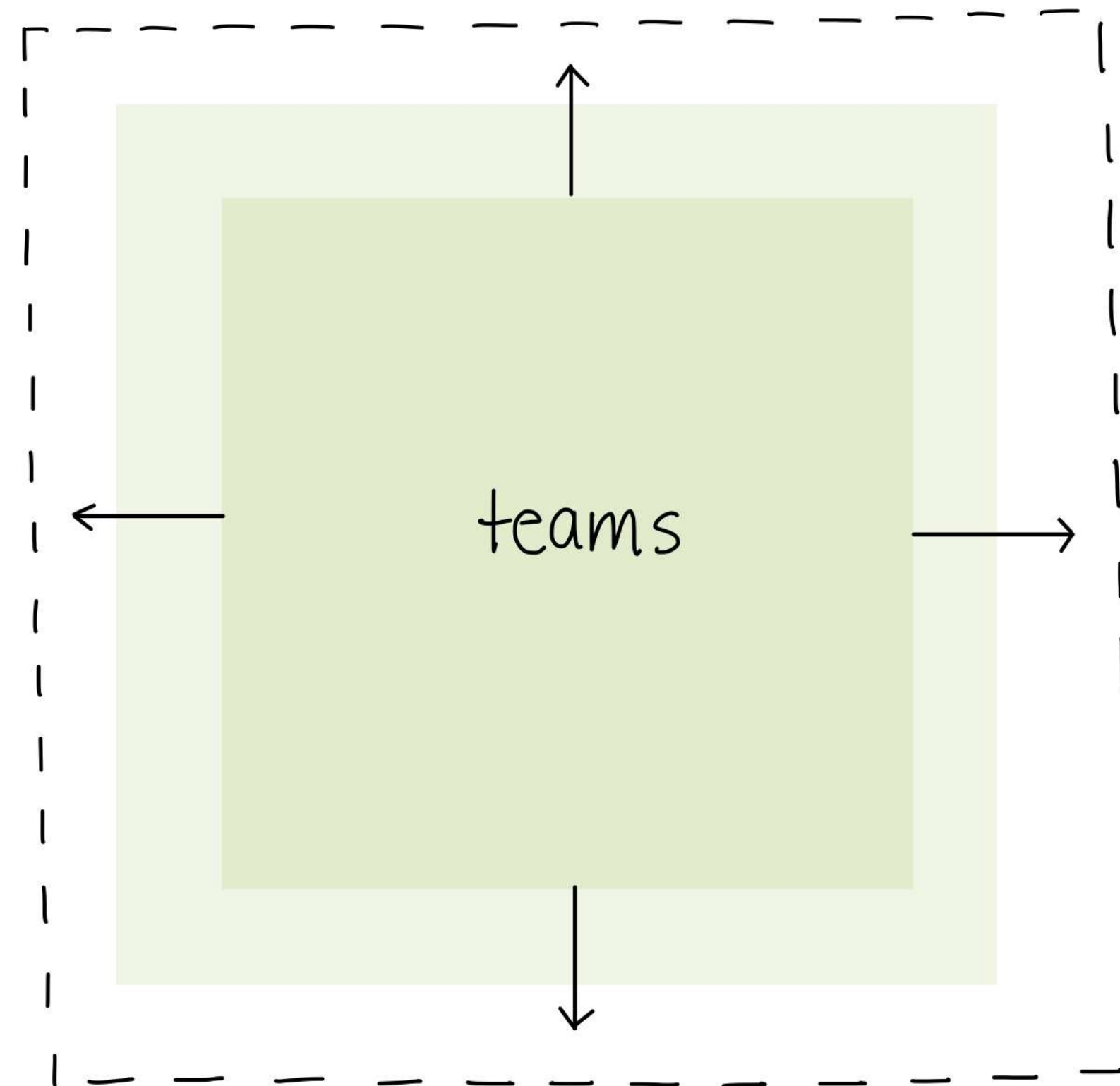


sociokrati

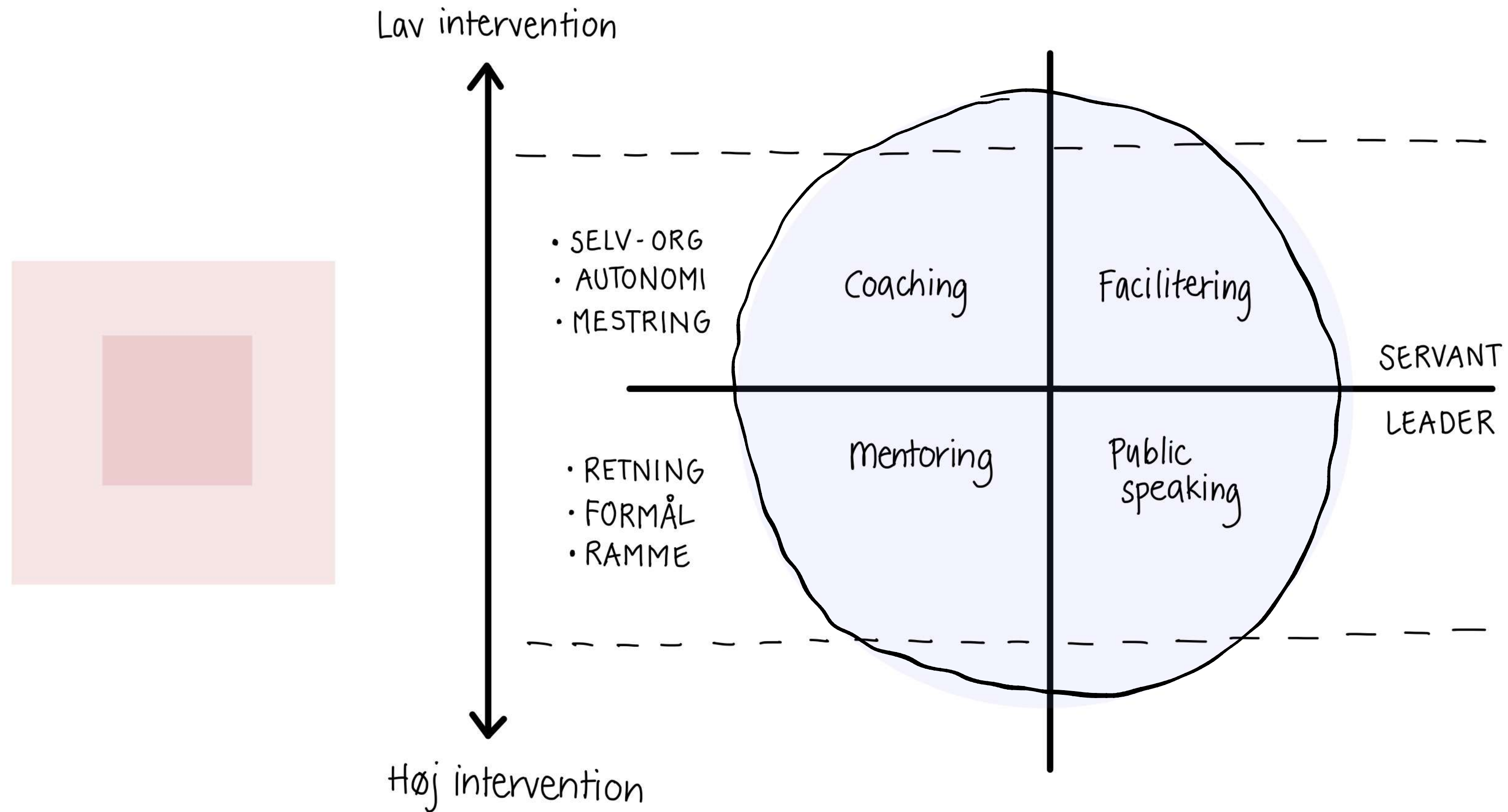
“kalifat”



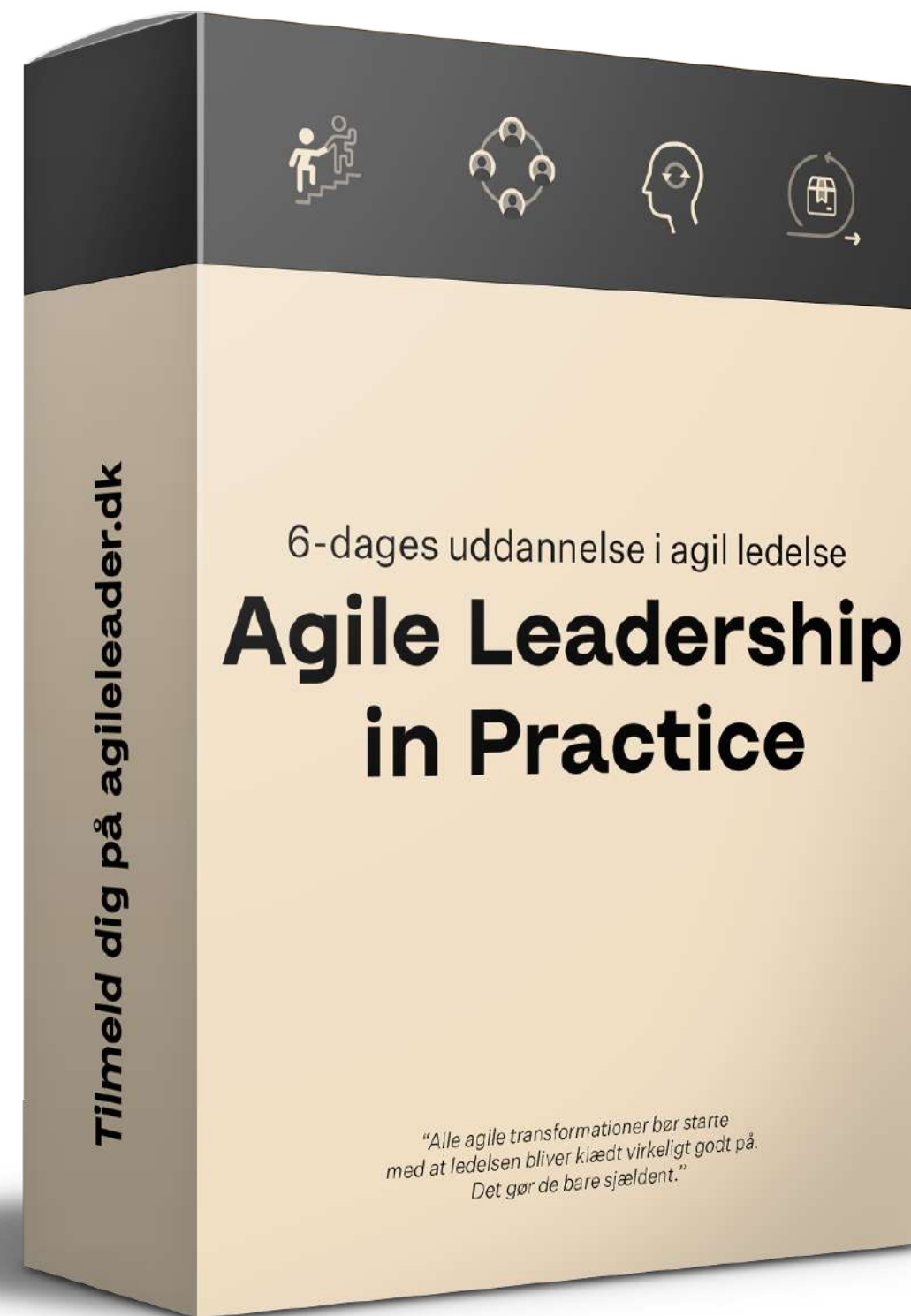
agile leadership



De 4 ståsteder - CORE LEADERSHIP



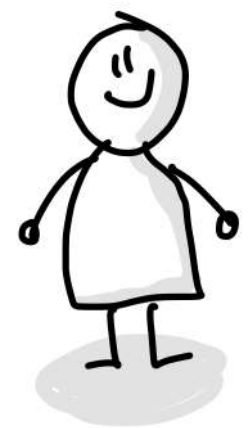
Agile Leadership in Practice



En uddannelse der sætter dit lederskab på en helt ny kurs

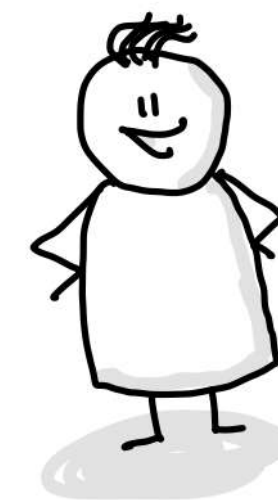
Hold 9 starter 17-18 april
Se mere her: www.agileleader.dk





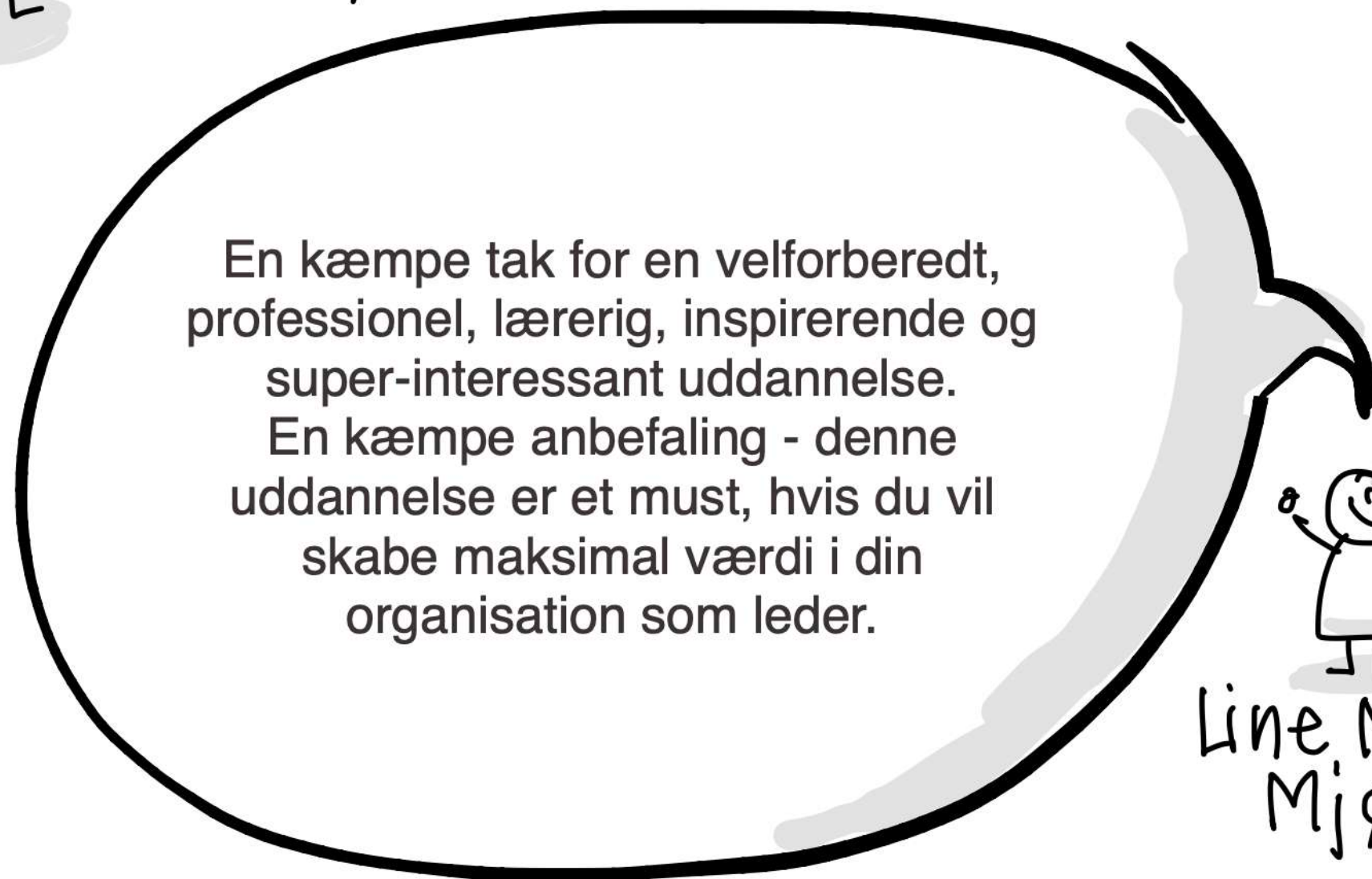
Director, Norlys

Fantastisk flow og rød tråd.
Kæmperos til underviserne. Sikke en energi!
Det lykkedes dem at skabe en gruppe, der
hele tiden delte viden og sårbarhed...
fantastisk! Uddannelsen var perfekt timing
for mig og rangerer som nr. 1 ud af alle de
kurser, jeg har taget. TAK!



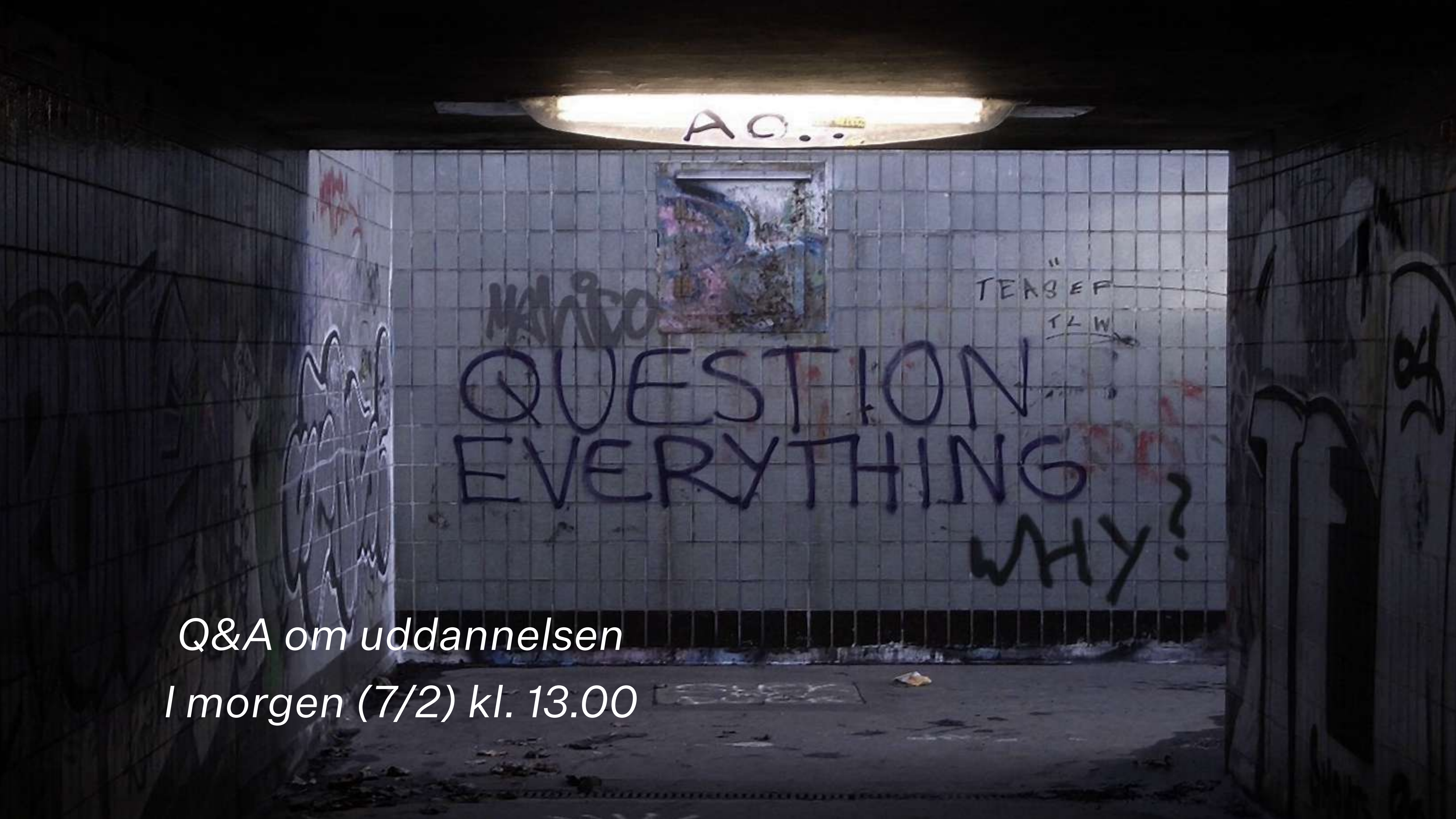
Agile Coach,
LEGO Group

This is the course I have been dreaming
about, thinking it couldn't possibly exist.
It's been so much more than I anticipated
and I am grateful for being a part of it.
I believe that every leader who works in
an agile context should participate in this
course.



Line Manager
Mjølner

En kæmpe tak for en velforberedt,
professionel, lærerig, inspirerende og
super-interessant uddannelse.
En kæmpe anbefaling - denne
uddannelse er et must, hvis du vil
skabe maksimal værdi i din
organisation som leder.



Q&A om uddannelsen
I morgen (7/2) kl. 13.00