

FNS is affiliated with the International Institute for Facilitation (INIFAC) and embraces the Certified Master Facilitator™ (CMF™) Competencies



Certified Management 3.0 Foundation Workshop

Two-Day Workshop: Improve Your Approach to Management

SYNOPSIS

Management 3.0 is a global pioneering approach, currently happening in 80 countries, to help organizations survive and thrive in the twenty-first century.

Management 3.0 is the future of management and leadership! It follows the systems thinking movement that 95% of an organization's performance is the result of the whole system, and not the individual. Management 3.0 examines how to analyze that system and comes up with the right solutions for better leadership across organizations.

FOR WHOM

- Upper-level and Middle Management
- Scrum Masters and Agile Coaches
- Project Managers and Project Owners
- Team Leaders
- Human Resources
- Any Leadership Role

WORKSHOP OUTLINE

The workshop adheres to the following principles: theory and practice in small chunks; clear and effective visuals; inspiring stories and metaphors; fun games and exercises; focused group discussions; and concrete practices with tangible results.

This two-day hands-on workshop offers best practices, tools and games which you can take back and use immediately to improve your:

- Performance management
- Team collaboration and project management
- Competency Development
- Worker empowerment
- Self-organization and delegation
- Developing purpose and value inside an organization
- Change management and organizational transformation
- Organizational hierarchy and network
- Employee engagement
- Extrinsic and intrinsic motivation

WE NEED YOUR HELP! We require 100% attendance and commitment from you due to the subject matter and methodology. We are unable to accept 'time-away' requests as this will disrupt the learning process for you and others.

WORKSHOP OBJECTIVES

You will study and experience how to:

- Motivate your workers
- Change the mindset of managers
- Get teams to take ownership of work
- Improve teamwork and team collaboration
- Be agile (even when the organization is not)
- Make the whole organization more agile
- Build trust between management and teams
- Develop individual competencies
- Change the organization's culture
- Be a leader with a global mindset

WHAT MAKES US EFFECTIVE?

- Experiential learning
- Opportunities to practise
- Extensive feedback by peers and experienced workshop coaches

METHODOLOGY

Management 3.0 is a practical methodology. In this workshop, you will try out many different management tools, games, and exercises. And this public training will also involve a lot of open discussion and problem-solving among the participants which will lead to peer-learning.

“ We could learn from the experience of many organizations. The discussions were open and the comparison of culture (Europe vs US vs Japan) was great. Also the learning atmosphere was great.”
(COO)

“ Very good explanations and very structured. Flipcharts helped to document the important results.”
(Executive Assistant)

“ My team will be using the Moving Motivators exercise, a problem wall and a happiness index. The biggest takeaway was to try many different things, tweak, and try more.”
(Project Manager)

WORKSHOP FACILITATOR



Stefan Nüsperling is a trilingual (German, English, Japanese) IT-Professional with more than 10 years of experience in Project Leadership, Change Management, Facilitation and Management 3.0. He worked with multinational enterprises in the fields of Management as well as Agile Software Development in Japan, South Korea and Germany.

As a certified Scrum Master, the first licensed Management 3.0 facilitator in Japan and a Co-Owner of Management 3.0, he is keen on introducing Agile Leadership practices to Japanese organizations and believes that it will make their employees happier, the businesses more effective and customers more satisfied which is called "Sanpoyoshi" (benefit for all three stakeholders).

Find out more about Stefan [here](#).

WHAT WILL BE COVERED?

Day 1

1. Management and Leadership as one of the two building blocks of Management 3.0. Complexity thinking as the other building block of Management 3.0.
2. Difference between extrinsic vs. intrinsic motivation, the ten intrinsic desires and common techniques for understanding what is important for your team members
3. How to distribute authorization in an organisation with the seven levels of delegation and implementing them with the delegation board.

Day 2

1. How to give people a clear purpose, setting a goal and aligning the constraints to discover their values and making them alive.
2. Development of competences in the team.
3. How to grow an organisational structure as a fractal and to balance specialization versus generalization.
4. How to celebrate failure and why conducting experiments is important and how to manage such experiments.

VISION

To be the leading regional hub of competent facilitators.

MISSION

To advocate and raise the professional practice of process facilitation. To enhance the credibility of the profession and provide value-added services to our stakeholders.

ABOUT US

FNS started as an informal network of facilitators in 2003. FNS promotes and supports the art and practice of professional facilitation in Singapore and the region, through methods exchange, collegial networking and support services. As a social enterprise, FNS operates with the agility of a private enterprise with a non-profit intent.

FNS manages the Certified Competent Facilitator™ (CCF™) certification, endorsed by the International Institute for Facilitation (INIFAC). FNS organises regular learning and development activities for facilitators in Singapore and the region. Our trained facilitators also volunteer their services to voluntary welfare organisations (VWOs) and not-for-profit organisations.

FNS provides professional facilitation training and services for effective corporate retreats, strategic planning, group decision-making, board meetings, stakeholder focus group consultation and engagement.

VALUES

Authenticity: Upholding trustworthiness by being true to ourselves and others.

Inclusiveness: Fostering synergistic partnership amongst the private, public and people sectors and embracing diversity in people and facilitation methods.

Results-Oriented: Achieving objectives and outcomes through effective and responsible facilitation.

Volunteerism: Promoting the contribution of time and expertise for the benefit of our community as a social responsibility.

OUR WORKSHOPS

We conduct regular workshops such as :

- SPOT on Facilitation™
- SPOTlight on Facilitation In Training FIT(only for in-company trainers)
- SPOTlight on Generating Breakthrough Ideas FBI
- SPOTlight on Managing Projects for Effective Results
- SPOTlight on Managing for High Performance (Performance Coaching & Appraisals)
- SPOTlight on Leading for Success(Judgement & Decision Making)
- Streamline Processes for Productivity & Transformation
- Fearless Emcee & Moderator
- Effective Virtual Meetings
- Certified Competent Facilitator workshop™ (CCF™)

Please contact us at admin@fns.sg for customised training and/or facilitation services.

