

# LESS M30

*Management 3.0 Practices to complement LeSS*

---

*Jurgen De Smet*

*@JurgenLACoach*



<http://www.co-learning.be>

@ColearningBE

#LeSSWorks

# PRACTICAL

---

- Spread materials as fast as you can we are time boxed



# WHY?

- LeSS Coach Camp Berlin
- Small Selection

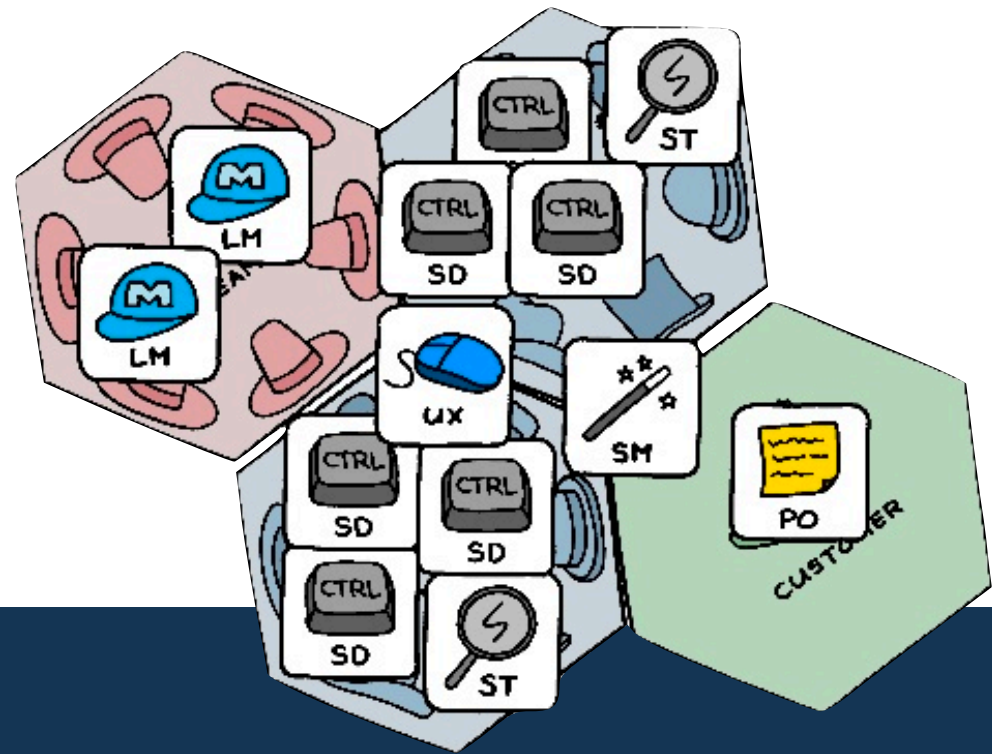
## Mgmt 3.0 - LeSS

- Background: complexity theory
- Apples (today) ≠ Mgmt 3.0
- Delegation power / Authority board
- Mgmt 3.0 fits well with LeSS
- Motivators
- People Mgmt / Learning Organization
- Salary / Rewards, Merit Money
  - ↳ dys. fund. system, how to get rid of it?
- Accept slackers (effect to non-slackers?)
- Developer level 1-4 by peers / team impression  
NOT performance. Safe environment.
- Contract for collaboration / Shift P&L structure
- Higher Bonus → Dysfunctional org.
- Mgmt 3.0 to replace / remove exist. structure

# M30 – MEDDLERS GAME

---

- Awareness on current situation
- Exploring options
- Working with constraints
- 2 Examples...





# BASE COMPANY

---



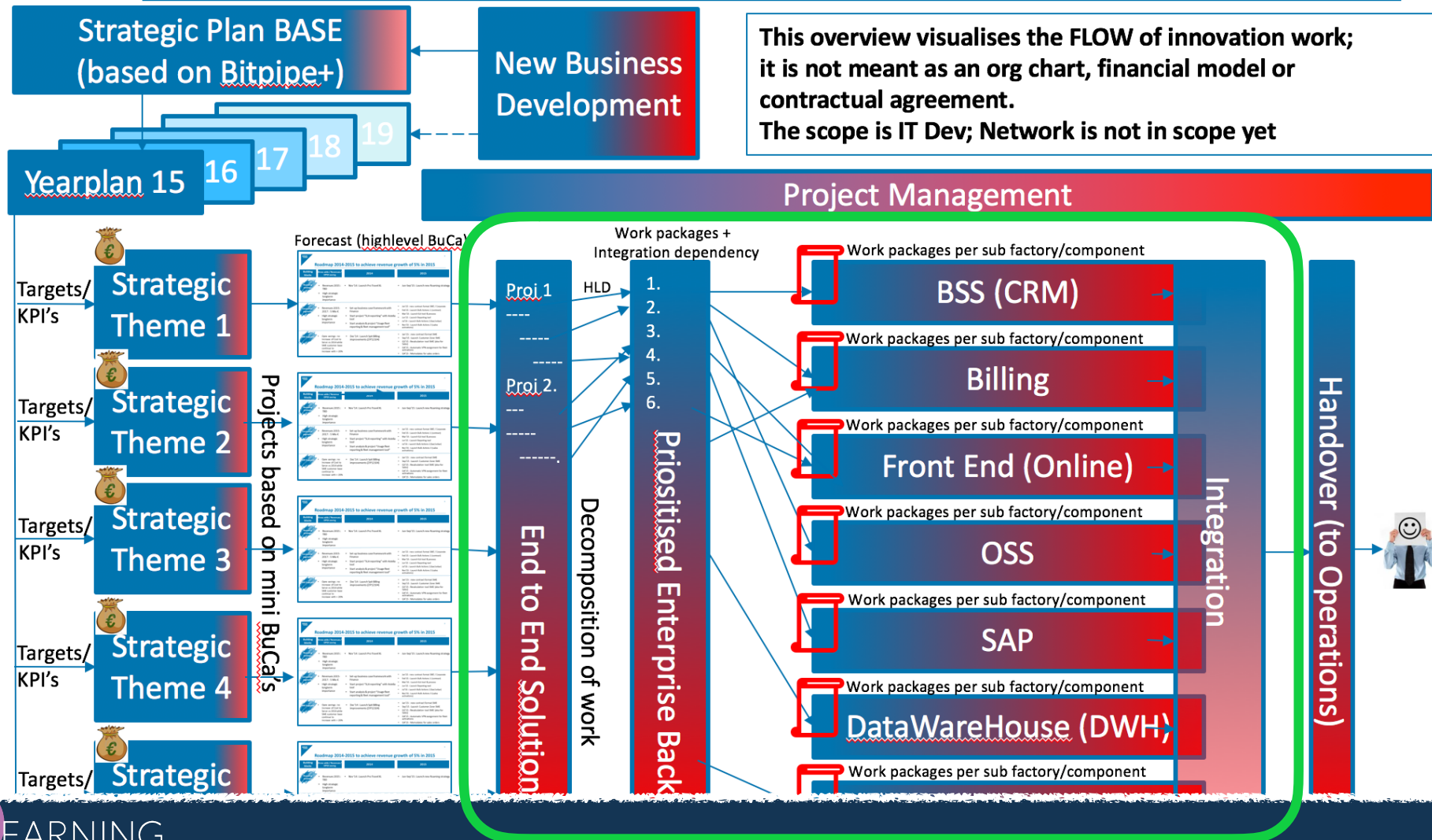
# BASE COMPANY FROM...

BASE  
COMPANY

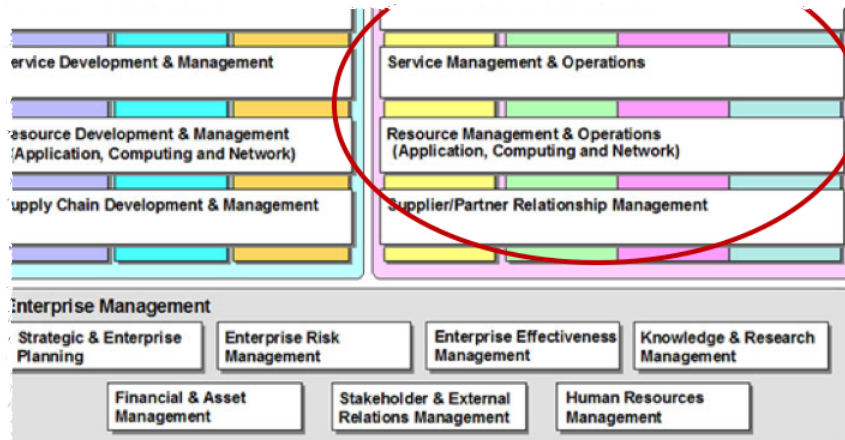
Tech  
Mahindra

1

## The Innovation Excellence Blue-red print



# BASE COMPANY TO...



Operations Support & Readiness	Fulfillment	Assurance	Billing & Revenue Management
<b>"Using"</b> <i>"I am a BASE customer and I can use BASE services"</i> <ul style="list-style-type: none"> <li>○ Online</li> <li>○ Apps</li> </ul>	<b>"Onboarding"</b> <i>"I am not yet a customer but I want to become one"</i> <ul style="list-style-type: none"> <li>○ Ordering</li> </ul>	<b>"Changing"</b> <i>"I am a BASE customer and I want a change, I have a question"</i> <ul style="list-style-type: none"> <li>○ Customer</li> </ul>	<b>"Paying"</b> <i>"I am a BASE customer and I want to receive my correct invoice on time"</i>



# BARCO CLICKSHARE FROM...





# BARCO CLICKSHARE HAVING NO CONSTRAINTS...



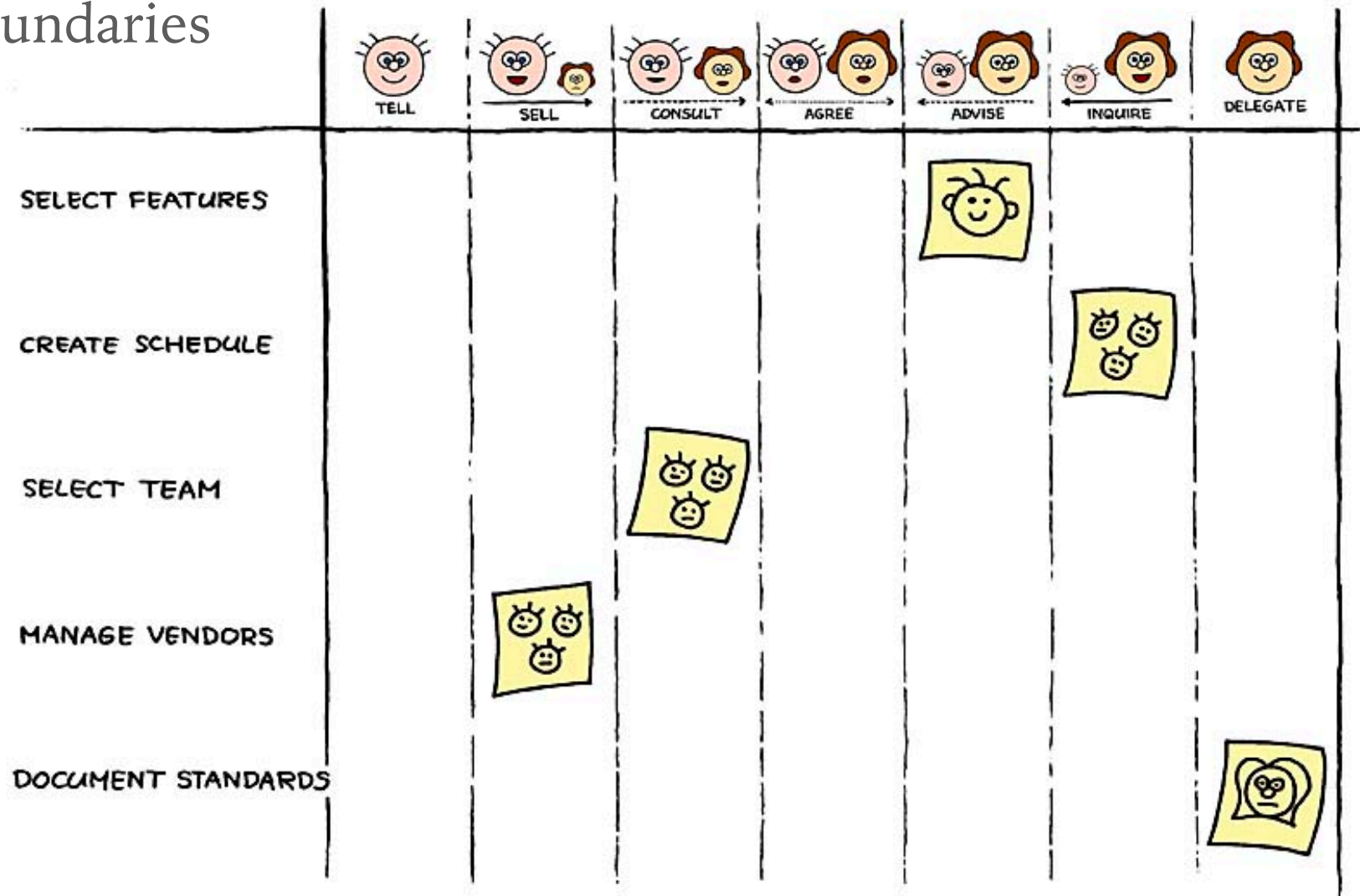


# BARCO CLICKSHARE TO...



# M30 – DELEGATION POKER

- Understanding mandates
- Clear boundaries





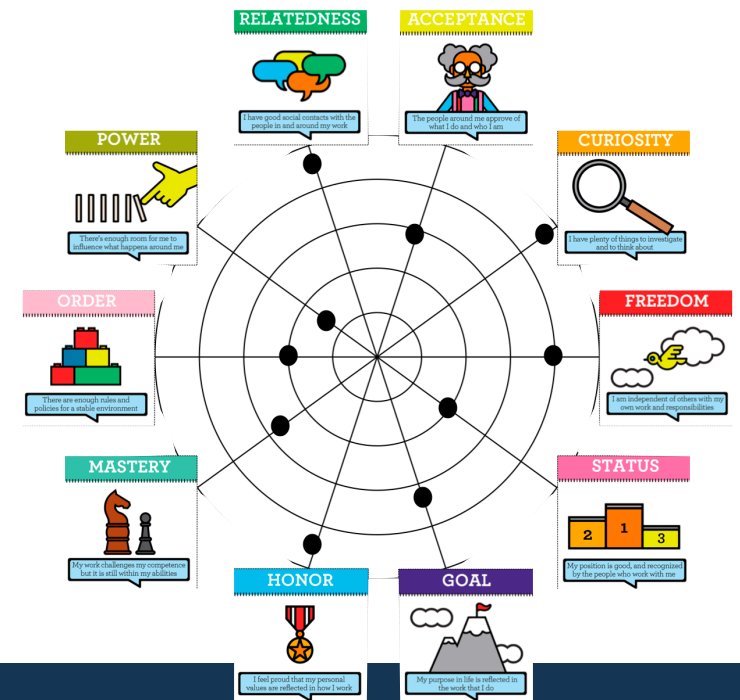
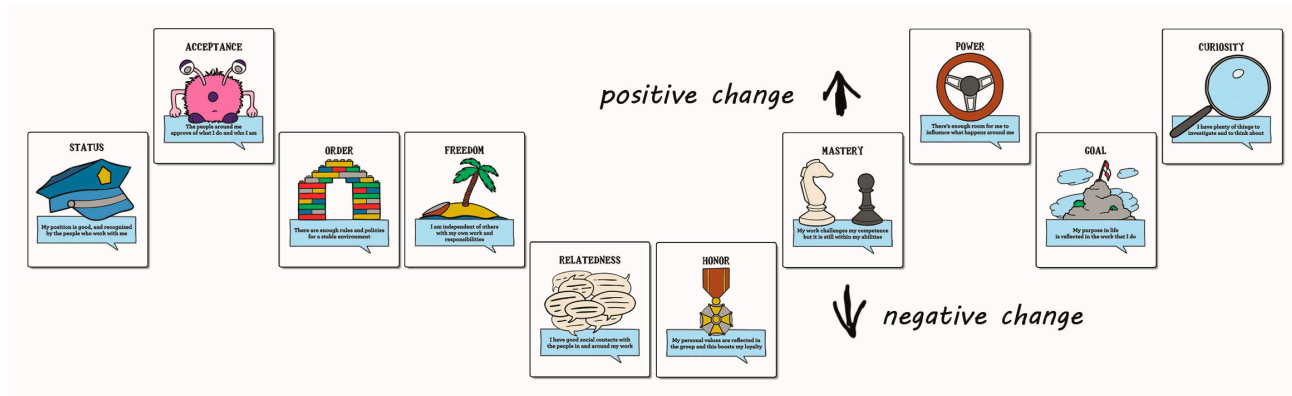
# EXPERIMENT

---



# M30 – MOVING MOTIVATORS

- Volunteers vs Supporters
- Diversity in teams



# EXPERIMENT

---





## OTHER USEFUL EXPERIMENTS...

---

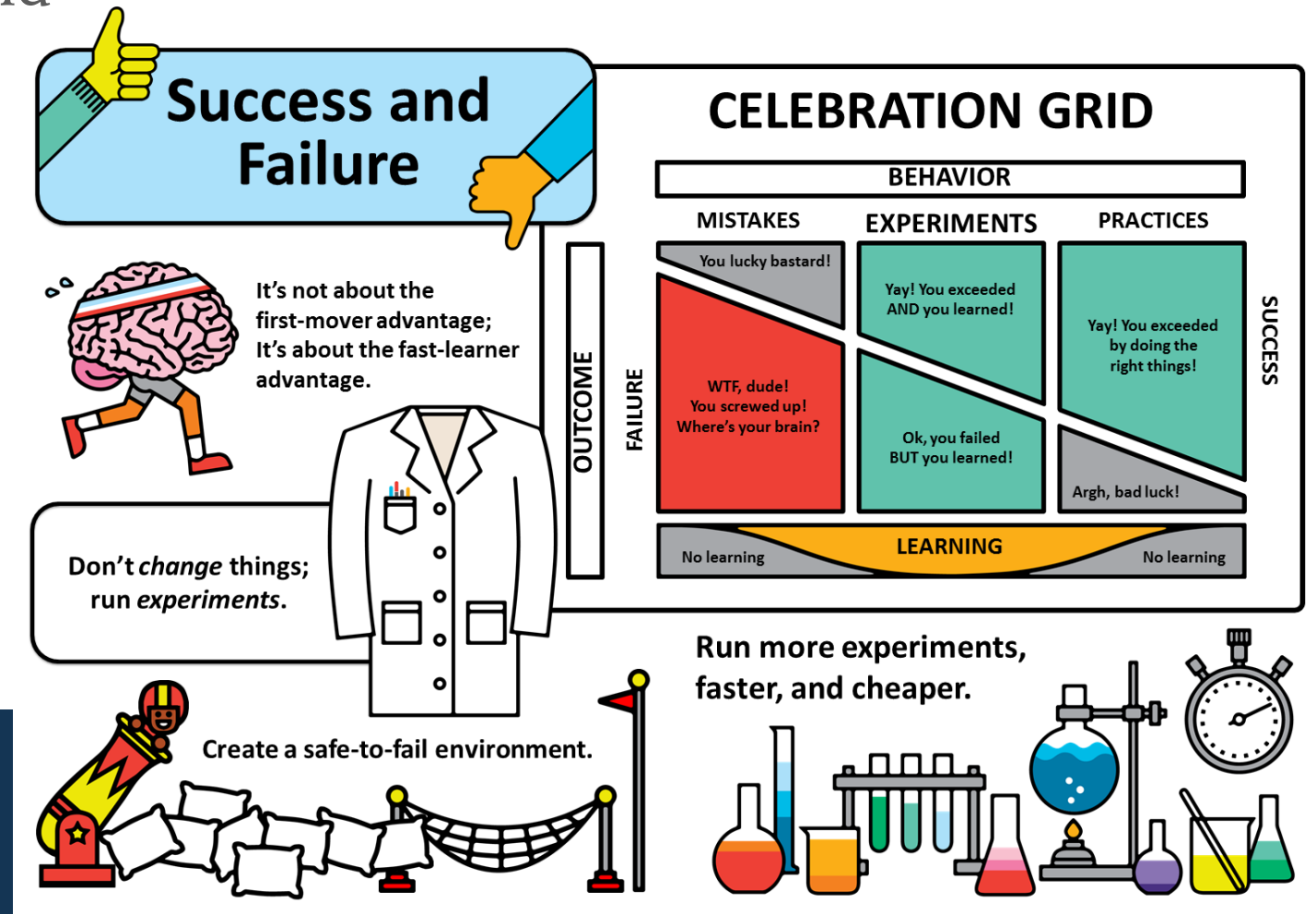
### ➤ Kudo Cards



*We have an APP for that: <http://apps.co-learning.be/achievement>*

# OTHER USEFUL EXPERIMENTS...

- Kudo Cards
- Celebration Grid



# OTHER USEFUL EXPERIMENTS...

---

- Kudo Cards
- Celebration Grid
- Feedback Wrap



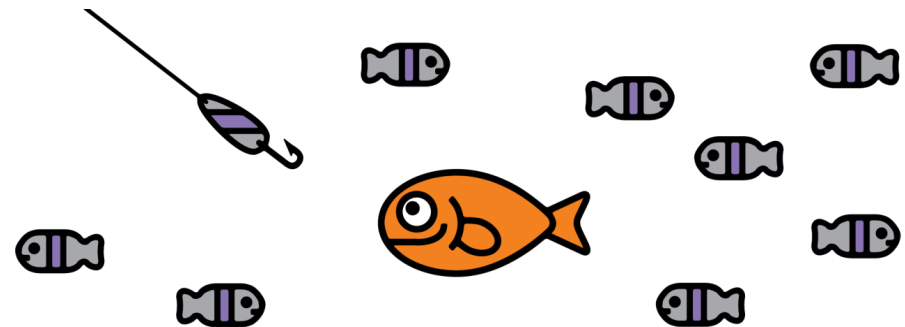
# OTHER USEFUL EXPERIMENTS...

---

- Kudo Cards
- Celebration Grid
- Feedback Wrap
- Rewards & Incentives

## Rewards and Incentives

Rewards motivate people to get rewards.



In complex jobs, there is no correlation between pay and performance.



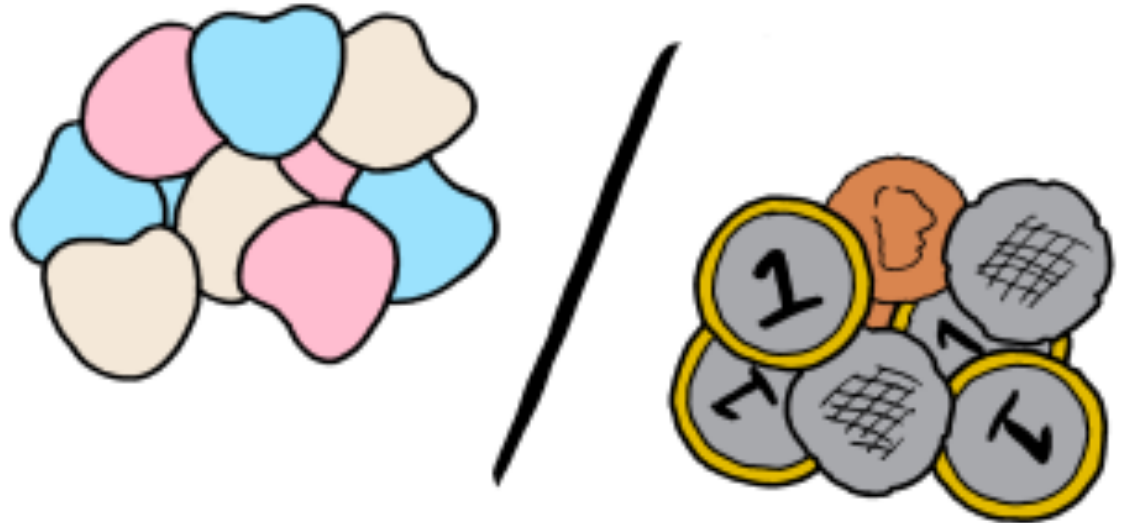
Focus first on *intrinsic* motivation and then on *extrinsic* motivation.



# OTHER USEFUL EXPERIMENTS...

---

- Kudo Cards
- Celebration Grid
- Feedback Wrap
- Rewards & Incentives
- Merit Money





# OTHER USEFUL EXPERIM

.....

- Kudo Cards
- Celebration Grid
- Feedback Wrap
- Rewards & Incentives
- Merit Money
- ...

Both the Management 3.0 books and workshops are not about reading and lecturing — they're about doing and experimenting! That's why every module, every practice, and every product has one or more ways you can do something actionable and engaging with your teammates right away.

Experiment and write about 7 or more Practices and you can receive a [Certificate of Practice](#), one of the ways to get a [Management 3.0 facilitator license](#).

- [Business Guilds & Communities of Practice](#)
- [Celebration Grid](#)
- [Copilot Programs](#)
- [Competency Matrix](#)
- [Corporate Huddles](#)
- [Culture Books](#)
- [Delegation Board](#)
- [Exploration Days](#)
- [Feedback Wraps](#)
- [Happiness Door](#)
- [Identity Symbols](#)
- [Improvement Dialogues](#)
- [Improv Cards & Storytelling](#)
- [Internal Crowdfunding](#)
- [Kudo Box](#)
- [Meddlers](#)
- [Merit Money](#)
- [Metrics Ecosystem](#)
- [Moving Motivators & CHAMPFROGS](#)
- [OKRs \(Objectives & Key Results\)](#)
- [Personal Maps](#)
- [Project Credits](#)
- [Problem Time](#)
- [STAR Behavioral Recruitment Questions](#)
- [12 Steps to Happiness](#)
- [Salary Formula](#)
- [Scoreboard Index](#)
- [Unlimited Vacations](#)
- [Value Stories](#)
- [Visual Goal Setting](#)
- [Work Expos](#)
- [Work Profiles](#)
- [Yay! Questions](#)

# THANK YOU

*For your active participation & see you around*

*Jurgen De Smet*

*@JurgenLACoach*



<http://www.co-learning.be>

@ColearningBE

#LeSSWorks

