Leading Agile Transformation & Change Management
Responding to the tremendous speed by which our environment changes, organizations and societies strive for a digital transformation in order to be future-ready. While adapting to technological advances that accelerate along an exponential curve is without doubt essential for survival, it does not secure future-readiness.

The pitfall of thinking about digital transformation is that it is way too often technology-centered and neglects central aspects of human behavior, organizational dynamics, and values. This has also serious implications for the workplace of the 21st century.

A new paradigm is emerging where New Work, Agile and Radical Innovation meet. This is the era of Hybrid Thinking and Agile Transformation!

“New technology is common, new thinking is rare!”

Sir Peter Blake
Methods and approaches taught

This program is focused on Agile Transformation. Dr. Arndt Pechstein will share and teach his extensive experience in agile methods (including Lean Startup, Scrum and Kanban) as well as adaptive leadership and organizational change principles.

The program is specifically designed such that learnings can be directly applied in the organisation, that a collaborative culture can be established, and that organisational mindset and a new way of leadership are triggered. In that way, the mindset and principles of an adaptive 21st century organization can be directly applied to the organisation.
Program Outline

INCEPTION SESSION:
- Why agile?
- Sense of Urgency - “Hybrid Thinking & Agile Transformation”
- Expectation Board
- Why do you want to be agile?
- Experience Agility - Serious Game

INSPIRATION SESSION:
- Learn about methods, tools, frameworks, and cases
- Models & Approaches of Organizational Transformation
- Systems Thinking
- Crossing the chasm & Organizational Ambidexterity
- Levels of Transformation
- Dual Transformation
- Vision: Start with why!
- Customer Centricity – Design Thinking & Value Proposition Design
- Business Model Viability – Lean Startup & Business Modeling
- Execution and Delivery – Agile, Kanban, Scrum

CONTEXT SESSION:
- Matchmaking of organization, leadership and context
- Operational Agility (execution) and Strategic Agility (creating new businesses)
- Scaling Change – From Individual to Team to Organization
- Ambassadors of Change – Intrinsic Motivation and Performance
- Organizational Archetypes and Organization Culture
- Leadership as a capability
- Sensemaking – Cynefin Framework

DRIVE SESSION:
- Measure your culture and drive your change
- Measure and quantify your culture with Transformify
- Target operating model – restructure your organization
- Enterprise Transition Framework
- Case Studies: Spotify, Sipgate, Financial Case Study, Automotive, Deutsche Bahn (German Railway)
- Principles of Successful Transformations

REFLECT SESSION:
- Experiment Canvas
- Game Plan & letter to your future self
Dr. Arndt Pechstein

Arndt is an energetic blend of a scientist, serial entrepreneur and business coach. Arndt holds a PhD in neuroscience, a diploma in biochemistry & biotechnology, and has specialist backgrounds in Biomimicry (bio-inspired innovation), Agile Coaching & Design Thinking (user-centered innovation), Circular Economy, and organizational development.

As founder and managing partner of the boutique consultancy phi360 and founder & director of the Biomimicry Germany Think Tank, he advises companies and organizations on agile transition, innovation, adaptive leadership, new work, bio-inspired disruptive innovation, and a new digital mindset.

He is a Design Thinking Coach at Hasso-Plattner Institute: School of Design Thinking, Lecturer at Institut Futur (Future Studies), Berlin, Faculty at Spark Institute, Lecturer at Exponential University (XU) and Lecturer Business School Berlin. Arndt is also an inspiring keynote and TEDx speaker.
KEY INFORMATION

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Class size: 20 seats
077 365 6655
sheran.dunlas@pwc.com
www.pwc.lk/academy

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