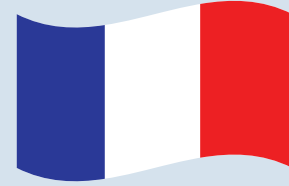


THE
NEXXTGEN
ENTERPRISE
SUMMIT 2021

Registration Workshop
Online





Nous y voilà ! **Le NextGen Summit approche à grands pas !**
Comme promis, cette année, le Summit a pour mot d'ordre
"de la prise de conscience à la mise en oeuvre"
ce qui veut dire que nous mettons l'accent sur la mise en pratique. Nous vous
demandons de **vous inscrire aux sessions d'ateliers.**

Comment procéder ?

Nous vous proposons de sélectionner **1 ateliers par demi-journée** . Certains ateliers
ont un nombre limité de participants, c'est donc les premiers inscrits qui
accéderont aux ateliers de leurs choix ! Nous nous réservons donc le droit de vous
attribuer un atelier si ceux que vous avez sélectionnés sont pleins. (promis, ils sont
tous super intéressants 😊)

Nous vous remercions par avance pour vos réponses et nous avons hâte de vous y
retrouver !

**Ps : les ateliers rédigés en français sont donnés en français et les ateliers rédigés
en anglais sont donnés en anglais. Il n'y a pas de traduction pour les ateliers sauf
ceux donnés dans l'auditorium.**

L'équipe NextGen



Here we are ! **The NextGen Summit is coming soon!** As promised, this
year's Summit motto is
"from conscious to concrete" which means we are
placing the emphasis on implementation. We therefore suggest that you
register for the workshop sessions.

How to proceed?

We suggest you select **1 workshop per half-day**. As the workshops have a limited
number of participants, the first registrants will have access to the workshop of
their choice. We therefore keep the right to assign you to a workshop if the ones
you selected are full. (Don't worry, they are all super interesting 😊)

**Ps: workshops written in French are done in French and workshops written in
English are done in English. There is no translation for the workshops except
those given in the auditorium.**

Thanks for your response and we look forward to seeing you !

The NextGen Team



November 25th, 2021

Matin - Morning



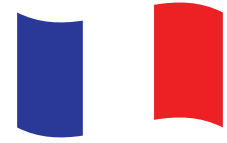
11:15 - 12:30 am - Plenary - Duration: 01:15 - Live translation
[Workshop] The Impact of Epigenetics on Organizations



**Rajkumari
Neogy**

Description : drawing from the keynote, we'll delve into the science of epigenetics and its impact on organizational health. This 75-minutes interactive workshop will illuminate business patterns that show up across the organization that may impede or prevent communication and/or collaboration. We'll also dive into a group activity that will invite you to reprogram your brain for a greater sense of clarity and wholeness.

Rajkumari Neogy: is an epigenetic coach and executive consultant focused on the intersection of neurobiology, culture and empathy in today's business world. Possessing a rare blend of scientific prowess and emotion, Neogy believes that passionate self-reflection coupled with dedicated curiosity define true leadership. Specializing in the technology sector, Neogy has worked with high-powered, worldwide organizations for more than two decades, training leaders at Google, Facebook, Adobe, Indeed, Slack, Salesforce and numerous others. She holds a master's degree in Transformative Leadership Development from the California Institute of Integral Studies and is the author of "The WIT Factor: Shifting the Workplace Paradigm by Becoming Your Optimal Self." Neogy is based in San Francisco.



11h15 - 12h30 - Plénière - Durée : 01h15 - Traduit en live
[Atelier] L'impact de la neuro-épigénétique sur une organisation



**Rajkumari
Neogy**

Description : à partir du discours d'ouverture, nous approfondirons la science de l'épigénétique et son impact sur la santé organisationnelle. Cet atelier interactif de 75 minutes éclairera les modèles commerciaux qui apparaissent dans l'organisation et qui peuvent entraver ou empêcher la communication et/ou la collaboration. Nous plongerons également dans une activité de groupe qui vous invitera à reprogrammer votre cerveau pour un plus grand sentiment de clarté et de plénitude.

Rajkumari Neogy : est une coach épigénétique et une consultante exécutive axée sur l'intersection de la neurobiologie, de la culture et de l'empathie dans le monde des affaires d'aujourd'hui. Possédant un rare mélange de prouesses scientifiques et d'émotions, Neogy croit qu'une réflexion personnelle passionnée associée à une curiosité dévouée définissent un véritable leadership. Spécialisée dans le secteur de la technologie, Neogy a travaillé avec des organisations mondiales de grande puissance pendant plus de deux décennies, formant des leaders chez Google, Facebook, Adobe, Indeed, Slack, Salesforce et bien d'autres. Elle est titulaire d'une maîtrise en développement du leadership transformateur du California Institute of Integral Studies et est l'auteur de "The WIT Factor: Shifting the Workplace Paradigm by Becoming Your Optimal Self". Neogy est basée à San Francisco.



11:15 - 12:30 am - Zoom - Duration: 01:15

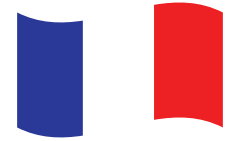
[Workshop] WE DISCOVER PURPOSE with Purpose Constellations



**Romy
Gerhard**

Description : Purpose Constellations make visible the most powerful forces of every being - no matter if it is a person, an organization or a country. The story of Purpose Constellations began with Frederic Laloux, author of Reinventing Organizations, and the purpose of China plays an important role in it. Of course you will also get inspirational information about PURPOSE and the constellation-methodology to explore it. The most important part will be to practice Purpose Constellations together, on a real business case. We will work with the Online Constellation Board, and I am very happy that Georg Breiner, the inventor of this tool, will be with us to introduce his board and to help with the technique.

Romy Gerhard : is passionate about exploring new paths with people and organizations - always focused on liveliness, empowerment and flow. She worked for many years in large corporations, responsible of P&O development. Her passion is to safely navigate through complex situations towards a meaningful future. In 2003 she started her own business. Since discovering the power of purpose, she has helped leaders and decision makers to connect to that force and use it wisely. She works in industries such as energy, information and technology, transportation, aerospace, nursing, and also for state governments.



11h15 - 12h30 - Zoom - Durée : 01h15
[Atelier] Le management par intention



**Samuel
Routière**

Description : "Le management d'aujourd'hui, ça n'a plus rien à voir avec le management d'hier. Nous entrons maintenant dans l'ère management 3.0 !" Cette pseudo phrase résume malheureusement beaucoup de discussions sur le management. Nous avons tendance à partir directement sur les framework à la mode en oubliant le pourquoi des pratiques, ce qui a tendance à nous noyer encore plus qu'avant. C'est pourquoi je vous propose de faire un pas de côté en interrogeant l'évolution des postures managériales, souvent révélées par la manière dont on réagit face à l'incertitude et l'inconnu. Je parlerai de leviers de motivation, d'idées, et de principes qui s'inscrivent dans une démarche de "management par l'intention", et vous laisserai explorer les pratiques associées possibles.

Samuel Routière : J'aide ceux qui ont l'envie d'être aidés dans la découverte de nouveaux horizons. Je joue le rôle de la pierre ponce, le catalyseur qui aide la réaction à s'opérer. Je suis co-auteur des publications "Culture Change" et "Culture Flow" chez OCTO Technology.



November 25th, 2021

Après-midi - Afternoon



3:15 - 4:30 Pm - Plenary - Duration: 01:15 - Live translation
[Round Table] Hybridization: the great upheaval in times and workplaces!



Jérôme Labastie



Caroline Lebrun



Laurent Geoffroy



Marie-Béatrice Vignau-Loustau



Sébastien Crozier



Fernanda Alfonso-Gautrais

Description: how far to go in terms of teleworking? How to meet employees' expectations of flexibility while preserving the performance of the collective? Hybrid management, an insurmountable challenge for managers? About the offices, should we remove them, keep them as they are, completely rethink them? These are questions that many organizations face and that we will all tackle together.

Jérôme Labastie : Senior Manager @ANEO with a focus on managerial innovation // Founder of humanage.fr

Caroline Lebrun : Director of engagement and cooperation at Harmonie Mutuelle

Laurent Geoffroy : Human Resources Director Group at KPMG France, member of the Executif Comitee

Marie-Béatrice Vignau-Loustau : Global Head of Talent management & HRD Supervisor for Group Support Functions chez Société Générale

Fernanda Alfonso-Gautrais : Chief Human Resources Officer chez OpenClassrooms

Sébastien Crozier : President CFE-CGC Orange

15h15 - 16h30 - Plénière - Durée : 01h15 - Traduction en live
[Table ronde] **Hybridation : le grand chamboulement des temps et des lieux de travail !**



Jérôme Labastie



Caroline Lebrun



Laurent Geoffroy



Marie-Béatrice Vignau-Loustau



Sébastien Crozier



Fernanda Alfonso-Gautrais

Description : jusqu'où aller en matière de télétravail ? Comment répondre aux attentes de flexibilité des collaborateurs tout en préservant la performance du collectif ? Le management hybride, un défi insurmontable pour les managers ? Et les bureaux, faut-il les supprimer, les conserver en l'état, les repenser complètement ? Autant de questions auxquelles sont confrontées de nombreuses organisations et que nous aborderons tous ensemble !

Jérôme Labastie : Manager senior @ANEO avec un focus en innovation managériale et organisationnelle // Créateur de humanage.fr

Caroline Lebrun : Directrice engagement et coopérations Harmonie Mutuelle

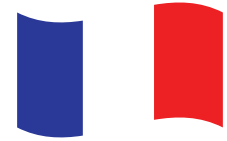
Laurent Geoffroy : Directeur des Ressources Humaines Groupe chez KPMG France, membre du Comité Exécutif

Marie-Béatrice Vignau-Loustau : Responsable mondial de la gestion des talents & Superviseur DRH des fonctions support du groupe chez Société Générale

Fernanda Alfonso-Gautrais : Directrice des ressources humaines chez OpenClassrooms

Sébastien Crozier : Président CFE-CGC Orange

15h15 - 16h30 - Zoom - Durée : 01h15



[Atelier] La transformation des organisations et des dirigeants, une démarche d'abord personnelle !



**Michel
Bundock**

Description : La transformation des organisations implique nécessairement une transformation du leadership et donc des dirigeants eux-mêmes. Comment devient-on un leader plus pertinent, ajusté, inspirant, créateur d'espaces de croissance ? Comment concilier un "leadership from front" et un « leadership from behind » ? Comment le leader anime la transformation de son entreprise et se fait par ailleurs transformer par l'entreprise qui mue ? Je propose un atelier-témoignage sur les mutations personnelles du Leader, celles que j'ai vues et celles que j'ai vécues dans la mise en place d'une organisation de nouvelle génération, plus intraprenante: changement de posture, élimination des signes d'inégalités, approfondissement des convictions, nouveaux types de relations, nouvelle organisation des rôles.... Bref, une marche exigeante mais ô combien personnalisante. Comme au dit au Québec: "Vaut mieux passer pour fou que passer tout droit"

Michel Bundock : Il a consacré sa vie professionnelle au développement des entrepreneurs dans leur créativité, leur audace, leur souffrance et leur générosité, par l'animation de centaines de communautés de pratique. Il a été motivé par la conviction que les entrepreneurs sont au cœur de la prospérité économique et sociale. C'est ainsi qu'il a pu déployer ses compétences d'explorateur, de coach, de créateur et de " leader serviteur ".

Dans son organisation, le Groupement des chefs d'entreprise, ils ont mis en place depuis 4 ans une culture et une structure qui créent un contexte d'intrapreneurs au service de meilleurs entrepreneurs. Ils ont intégré des pratiques de Holocratie, d'adhocratie, une philosophie " Opale " mais ils ont encore un long chemin à parcourir pour déployer leur raison d'être. Il est très heureux de participer à ce vaste " THE Mouvement " pour développer des organisations utiles, durables et bénéfiques.



15:15 - 16:30 am - Zoom - Duration: 01:15

[Workshop] Quality of Life at Work: a new lever for attractiveness and retention in post-Covid companies

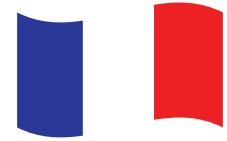


Anne-Charlotte Vuccino

Description : A central issue for individual and collective performance in organizations, the issue of Quality of Life at Work has become a priority to attract and retain talent, support hybrid working methods, ... or even repopulate offices in the post era. -Covid19!

During the confinements and the teleworking imposed, the physical and mental tensions related to stress and sedentary lifestyle exploded. Musculoskeletal Disorders represent 88% of work stoppages and the next epidemic that threatens companies. How to teach managers and help employees to (tele) work without getting damaged? How to make Quality of Life at Work a serious, sustainable approach that is no longer the poor relation of HR strategies? How to become an actor of your mental and physical health at work ?

Anne-Charlotte Vuccino : Former Director of Strategy Consulting, graduated from HEC Paris, with a bachelor's degree in philosophy and a master's degree in international management, Anne-Charlotte discovered yoga following a serious road accident while, as a student, she ran an NGO in Africa. She is regaining the use of her leg thanks to this ancient discipline. At 30, she left a golden job in the digital world, went to train in India and decided to undertake to disseminate the benefits of yoga and fight against the harmful effects of stress, sedentary lifestyle and working on screens in the world of the company. In 2015, she founded Yogist - Well at Work, the first start-up that relieves office ailments. The Yogist method of prevention-health at work is distributed to all workstations and is practiced on a chair, without changing, without equipment ... and without chakras! And to support each employee individually, Yogist has developed a digital bodyguard, the Yogist chatbot for all those who work on screen: it makes you move and breathe in 2 minutes, every day, at the office ... or telework, in you offering specific exercises adapted to your pain. Lecturer and trainer in business, Anne-Charlotte trains the Managers and Executives of the Association for the Progress of Management and founded, in 2020, the YOGIST ACADEMY to train, within organizations, Ambassadors of Quality of Life in Job. His method has been published in two books: "Comme un Yogist" (solar 2015) and "Pauses Yogist", (solar 2020). Its vocation: to make (tele) work - really - health!



18h00 - 19h15 - Zoom - Durée : 01h15

[Atelier] L'intelligence émotionnelle et entraînement du mental



Martial Vidaud

Description : Au travers de différentes études, l'intelligence émotionnelle s'avère être une qualité primordiale pour les leaders de demain. Nous allons explorer cette capacité (qui s'entraîne) au travers de 3 éléments : la pleine présence (ou conscience), l'humilité, l'espoir ainsi que la compassion.» Cet atelier/conférence vous permettra au travers de différentes expériences de développer votre intelligence émotionnelle.

Il comprend notamment :

- Les bases physiologiques et neuro-scientifiques de l'intelligence émotionnelle
- Des vécus de leaders
- Des exercices très concrets de mises en pratiques
- Un plan d'action pour la suite !

Martial Vidaud, Coach, formateur et expert en entraînement du mental à la pleine conscience (Mindfulness). Martial intervient dans plusieurs entreprises pour accompagner et former des dirigeants ou des équipes à la Mindfulness. Il est aujourd'hui le Directeur Général France de la société «Potential Project», entreprise danoise qui développe la Mindfulness dans les organisations depuis 15 ans dans 25 pays. Martial est coach depuis 10 ans et a exercé auparavant différentes responsabilités en entreprise pendant 20 ans. Il a coécrit le livre « Une seconde d'avance : travailler plus efficacement en pleine conscience » ainsi que le livre "L'esprit du Leader ».



6:00 - 7:15 am - Zoom - Duration: 01:15

[Workshop] How to scientifically measure and understand team performance?



**Emilia
Keegan**

Description : During this workshop, you will learn how to analyse a team performance through organizational behaviour science (OBS). In practice, we will analyze 3 team types (dysfunctional, functional and optimal teams) and areas of improvement.

Emilia Keegan : Graduated from a Master of Science in Human Resources and Organizational Behavior.

Trilingual: French, English, Romanian

She researches team effectiveness and background.

She is proud to work with OpenDecide to build the bridge between science and practice.



November 26th, 2021

Matin - Morning



11:00 - 12:15 am - Plenary - Duration: 01:15 - Live translation
[Workshop] The NextGen Enterprise & You: key ingredients to true organizational transformation

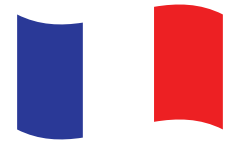


Niels Pflaeging

Description: in this highly interactive session, Niels will discuss with us how to create organizations that are truly high-performing, complexity-robust and fit for human beings. Fast. Anywhere. You will learn why transformation to “Beta” is not illusive, and why it starts with the beliefs you hold – not with grand plans. You will learn more about organizations as systems, and about how such systems can be transformed through “flipping”. There will be no lecturing in this session nor use of PowerPoint, but lots of freedom for you to pick the topic you are interested in most. Including your own cases. Be prepared to be surprised!

Niels Pflaeging: is a passionate advocate for a “new breed” of leadership and profound change in organizations. He is founder and associate of the BetaCodex Network. Prior to the BetaCodex Network, Niels was for five years a director with the prestigious Beyond Budgeting Round Table BBRT. Since 2006, Niels has been strongly involved in transformational change projects for firms both in Europe and the Americas. Niels has more than 15 years of consulting experience with companies, large and small, and teaches part-time at academic institutions. In 2018, he co-founded Red42, together with Silke Hermann - an innovative start-up on the fringe of workplace learning and organizational development. Their first innovative offerings from Red42 include the social technologies OpenSpace Beta, Cell Structure Design, Relative Targets and LearningCircles by Red42. Niels´ s second book, Leading with flexible Targets. Beyond Budgeting in Practice was awarded the Financial Times Germany best business book award, in 2006. Both this book and his works Organize for Complexity and Complexitools (together with Silke Hermann) were lauded by critics and readers alike. They all became bestsellers. In 2018, Niels published his 7th book, OpenSpace Beta - also co-authored with Silke Hermann. His latest is Essays on Beta, Vol. 1, a collection of 20 crisp short texts, released in late 2020.

11h00 - 12h15 - Plénière - Durée : 01h15 - Traduction en live
[Atelier] **The NextGen Enterprise & You : ingrédients clés d'une véritable transformation organisationnelle**



**Niels
Pflaeging**

Description : au cours de cette session très interactive, Niels discutera avec nous de la façon de créer des organisations vraiment performantes, robustes et adaptées aux êtres humains. Rapidement. Partout. Vous apprendrez pourquoi la transformation en « bêta » n'est pas illusoire et pourquoi elle commence par les croyances que vous avez, et non par de grands projets. Vous en apprendrez davantage sur les organisations en tant que systèmes et sur la façon dont ces systèmes peuvent être transformés par « inversion ». Il n'y aura pas de cours magistral dans cette session ni d'utilisation de PowerPoint, mais beaucoup de liberté pour vous de choisir le sujet qui vous intéresse le plus. Y compris vos propres cas. Soyez prêt à être surpris !

Niels Pflaeging : est un ardent défenseur d'une "nouvelle forme" de leadership et d'un changement profond dans les organisations. Il est fondateur et associé du réseau BetaCodex. Avant le BetaCodex Network, Niels a été pendant cinq ans directeur de la prestigieuse table ronde Beyond Budgeting BBRT. Depuis 2006, Niels est fortement impliqué dans des projets de changement transformationnel pour des entreprises en Europe et dans aux Etats-Unis. Niels a plus de 15 ans d'expérience dans le conseil auprès d'entreprises, grandes et petites, et enseigne à temps partiel dans des établissements universitaires. En 2018, il a cofondé Red42, avec Silke Hermann, une start-up innovante en marge de l'apprentissage en milieu de travail et du développement organisationnel. Les premières offres innovantes de Red42 incluent les technologies sociales OpenSpace Beta, Cell Structure Design, Relative Targets et LearningCircles de Red42. Le deuxième livre de Niels, Leading with flexible Targets. Beyond Budgeting in Practice a reçu le prix du meilleur livre d'affaires du Financial Times Allemagne en 2006. Ce livre et ses ouvrages Organize for Complexity et Complexitools (avec Silke Hermann) ont été salués par les critiques et les lecteurs. Ils sont tous devenus des best-sellers. En 2018, Niels a publié son 7e livre, OpenSpace Beta - également co-écrit avec Silke Hermann. Son dernier en date est Essays on Beta, Vol. 1, une collection de 20 textes courts et croustillants, sortis fin 2020.



11:15 - 12:30 am - Zoom - Duration: 01:15
[Workshop] Design strategy for change



**Romain
Vailleux**

Description : "Complex organizations" is a term that emerged and grew in Managers' interest during the last decade, defining situations in which the links between causes and consequences can be drawn only in retrospect. In those kinds of situations, plans are rapidly obsolete and uncertainty is high. From observation to action: in this workshop, you will discover and have interaction around a set of theory-based principles, helping managers to lead in volatile and unpredictable environments, in which goal-setting techniques are not effective anymore.

Romain Vailleux is a consultant thrilled by the emergence of complexity thinking and system thinking. After 6 years growing a software company, Romain decided to share his experience as an entrepreneur to corporations, specifically in how to set environments to foster innovation and versatility, as well as fast flow and rapid adaptation.



11:15 - 12:30 am - Zoom - Duration: 01:15
[Workshop] Listening and emotional skills at work



**Sebastien
Dupuis**

Description : Listening is at the heart of individual and collective growth. This workshop introduces the practice of co-listening, a surprisingly powerful tool for helping people and organisations develop their emotional skills and create rewarding human relationships. Simpler than active listening and coaching, more agile than CoDev, co-listening helps people have energising, meaningful conversations in daily work and life.

Sebastien Dupuis is the founder and Co-CEO of Tirezio, a Swiss company specialised in listening and emotional intelligence in the workplace.

Tirezio designs workshops and training programs that help leaders and teams develop their emotional skills and create meaningful human relationships through the power of listening. After 20 years of management roles in Europe, the US and China in the software industry – which led him to a burnout –, Sebastien started realising the power of listening and felt an urge to make it more accessible to individuals and organisations. Since 2017 he’s been developing the co-listening method, based on simple mindfulness practices and coaching tools, to transform the way people talk, listen and care for each other – a few minutes at a time.



11:15 - 12:30 am - Zoom - Duration: 01:15

[Workshop] Digital ways to greater agility in your organization with Holaspirit



**Philippe
Pinault**



**Millie
Poisson**

Description : As the organization gets more diversified, more and more organizational problems may arise. These problems can be on employee, team, or organization-wide issues. In this workshop, we will reflect on our personal experiences and organization problems that your company may experience. As we learn about some common organizational issues, we will share possible solutions to implement with Holaspirit, a platform to support new organizational design, collaborative governance and accelerate their organizations' overall agility.

Philippe Pinault : French entrepreneur, Philippe has developed several companies to support the digital transformations of organizations. Among these: Holaspirit, a leading platform to support new organizational design, collaborative and shared governance to help businesses stay agile, at scale. Passionate about new working methods, they bring, with Olivier Ricard, CTO and co-founder of the 2 startups, their talent and expertise to design and develop platforms to unlock the greatest potential of organizations.

Millie Poisson: Joined the Holaspirit Team in 2020. She was immersed in the world of progressive organization and collaborative governance. She works with different companies across the world to help them through the change management process of implementing a digital solution to meet their organizational agility goals.



November 26th, 2021

Après-midi - Afternoon



2:00 - 3:15 am - Plenary - Duration: 01:15 - Live translation
[Workshop] [OCTO Technology's case] **How to transform an organization?**

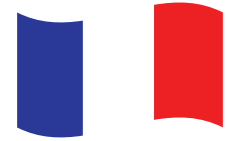


**Ludovic
Cinquin**

Description: All organizations face, at some point in their existence, a challenge of transformation. But how to succeed in a group on a journey that is already difficult at the individual level? Anyone who has tried (re) exercising, quitting smoking, learning the piano or going on a diet has already experienced it. The objective of this session is to share the learnings that OCTO has drawn from its successive transformations, in particular to become an agile and now sociocratic company.

Ludovic Cinquin: heads the OCTO firm, a subsidiary of Accenture, specializing in agile and new techs, which he cofounded in 1998. He is also the CTO of Accenture France. A graduate of the Ecole Centrale Paris and the Technical University of Munich, Ludovic, as a lecturer and author of books, deciphers the methodological and cultural issues linked to the adoption of digital technologies in companies.

14h00 - 15h15 - Plénière - Durée : 01h15 - Traduction en live
[Atelier] [Cas OCTO Technology] **Comment transformer une organisation ?**



**Ludovic
Cinquin**

Description : toutes les organisations font face, à un moment de leur existence, à un enjeu de transformation. Mais comment réussir en groupe un cheminement déjà difficile à l'échelle individuelle ? Toute personne ayant essayé de se (re)mettre au sport, d'arrêter de fumer, d'apprendre le piano ou de faire un régime en a déjà fait l'expérience. L'objectif de cette session est de partager les apprentissages qu'OCTO a tiré de ses transformations successives, notamment pour devenir une entreprise agile et maintenant sociocratique.

Ludovic Cinquin : dirige le cabinet OCTO, filiale d'Accenture, spécialiste de l'agile et des new techs, qu'il a cofondé en 1998. Il est également le CTO d'Accenture France. Diplômé de l'Ecole Centrale Paris et de l'Université Technique de Munich, Ludovic décrypte, en tant que conférencier et auteur d'ouvrages, les enjeux méthodologiques et culturels liés à l'adoption des technologies digitales dans les entreprises.



2:00 - 3:15 pm - Zoom - Duration: 01:15

[Workshop] [Pipedrive's case] The meaning of agile organization structure based on Pipedrive's experience



**Kadri
Pirn**

Description: in dynamic organizations, transparent information flow empowers each team member to contribute to the most important areas in the company. This also means that putting more focus on some new or crucial areas does not necessarily mean changes in the organization's structure. In this workshop, Kadri Pirn will explain how to implement dynamic structure for flexible prioritization and planning while keeping the classical organizational arrangement. Kadri will share the meaning of agile organization structure based on Pipedrive's experience and will introduce activities for encouraging participants to think how to start benefiting from such a structure in their own organization.

Kadri Pirn: is the head of software engineering at Pipedrive responsible for software delivery, process improvement, cross-company project management, and team management. As a dynamical organizational structures enthusiast, she has been leading transformation programs for supporting team collaboration, innovation, motivation, and goal-oriented culture. One of her latest projects at Pipedrive includes transforming teams to mission teams and enabling Pipedrive to be agile on organisation de facto while keeping classical structure de jure. As a leader, she supports individual growth and is a big fan of empowering the team. Her leadership style includes elements from Management 3.0 and Sociocracy 3.0.



2:00 - 3:15 pm - Zoom - Duration: 01:15

[Workshop] Leaders/Facilitators : How to relate to your team as a living being ?



**Mickael
Drouard**

Description: a workshop to practice how to use your intuition to understand your team personality and better address its needs in face of challenges. A team is composed of people who all have their own complexity. In face of a challenge, everyone has their own way to react, which makes the life of the Leader and/or the Facilitator quite difficult. «How will this person think? What does this one want? If I say or do that, how will that be perceived?» are the questions one often asks. Those questions are relevant, only they come from a fragmented vision of the team, seen as an addition of individuals. But as we apply the principles of living organizations, we can discover that a team has its own personality, needs and preferences. Those properties emerge from the collective. As Leaders and Facilitator, our job is to meet that emerging being and relate to it. So we can speak « to the team » in ways that are appropriate to the collective, and we stop worrying for everyone. This workshop is inspired from the work of Norman Wolfe (« the Living Organization, 2011 »), and will provide a simple framework to practice this approach.

Mickael Drouard: after a career in humanitarianism and then in HR within multinationals, Mickael began his career in the service of the conviction that collective intelligence is an essential lever to meet the challenges of our time. Over the past twenty years, he has led dozens of transformation projects and was one of the first to develop Holacracy™ in Europe with the intention of bringing new collaborative working methods to companies, contributing thus to strongly develop their managerial culture. In 2018 he co-founded Fabric, a consulting firm specializing in supporting companies in their transition to collective intelligence and self-organization. He is the co-author of Adaptive Governance, Unleash the Power to Act in Business (2021, ed. Pearson), and host of the Pyramid to Circles podcast.