



# 4<sup>th</sup> Agile Workout

## September 20 2017

Hosted by **Xebia** – Laapersveld 27, 1213 VB Hilversum

**FREE** for members of the Agile Consortium

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After a three successful Agile Workouts so far we offer you another opportunity to improve your Agile shape. Go for IT!

Embrace the opportunity to participate in a workshop, facilitated by Agile experts and be inspired! We offer the chance to join one of the 3 high quality workshops. In addition to these workouts we offer Agile Master also the option for try-outs for the Agile Consortium congress of November. Topics and details on the try-outs will be presented on Sept 20<sup>th</sup>. See details about the 3 Agile Workouts in this flyer and the website of the Agile Consortium.

Block your agenda for the Agile Workout on September 20<sup>th</sup> and register asap via <http://www.agileconsortium.net/events/program-agile-workout-sept-20-hilversum/>. Only a limited number of seats are available!

Program:

**17:00** Doors open: Come in and have a drink

**17:30** Meet and eat: Meet other Agilists and enjoy dinner

**18:30** Select the workshop you want to participate and go for it!

**21:00** Inspired when you leave and spread the word



**FREE** entrance for members of the Agile Consortium  
Non-members only pay **49 euro** excl. VAT

*\* Workshops will be in either Dutch or English, depending on the preferences of the attendees.*

# Workshops and Facilitators

## Workshop 1 – Changesetter

“Play hard, learn fast: a game- and learning concept around change leadership”

Participants: minimum 8, maximum 42

### What is Changesetter?

Changesetter is a Danish simulation-gaming and learning concept based on the principle of blended learning, targeting organizational changing, recognizing and dealing with resistance and relevant change leadership styles.

After the briefing of the game around a 3 meters floorboard, small groups (MT's) will engage in the “Long Lasting LEAN” scenario. The groups will at the same time have to make forward progress with their “boats” but also take as many stakeholders as possible with them on board. By successively selecting interventions and receiving multilevel feedback, groups will find out to what extend they succeed (and if stakeholders go into one of the three resistance levels).



In between the (probably two) rounds there will be debriefings around the floorboard about different dilemmas and of course about who won (and learned most... (-; ). After gameplay and debriefing the underlying model, theoretical models and the bigger picture of the learning concept will be shown and discussed.

Learn more, see [Changesetter Simulation Experience](#).

### What will this workshop bring?

During this workshop you will experience a sophisticated change game with real-life dilemmas and real-world impact.

Facilitator: Dirk Jan Bolderheij



**Dirk Jan Bolderheij** (Simulation Experience, [www.simxp.com](http://www.simxp.com)) is the founder and driver of a dedicated company with the ambition to unlock the great potential of proof of concept and ready-to-play simulations and games for professionals and managers on a variety of organizational and management issues. Simulation Experience both enables and co-creates with Trainers & Consultants and independently delivers powerful game-based learning experiences. SimXP now collaborates closely with developers and companies from U.S.A., Germany, Austria, Switzerland, Denmark, Poland, Taiwan and of course The Netherlands.

## Workshop 2 – Do Not Deal with Resistance!

*“A Revolutionary Way to Get People on Your Bus”*

Participants: maximum 24

People don't resist change. They resist being changed – Peter Senge. Modern psychology is proving him right: the best way to deal with "resistance to change" is to avoid it altogether. In this session, you will experience firsthand, what happens when you feel you are being motivated to change. You will get a chance to experiment with green and red questions and their effect on motivation. Furthermore, you will take home a simple 4 step plan and a set of cards with example questions to get out of nasty situations with team members and/or your boss.

Using interview cards, we guide participants to a new way of interacting to facilitate change. These cards are based on two modern techniques in therapy and coaching: Motivational Interviewing and Solution Focused Interviewing. The theory is that people are not necessarily resistant to change but rather ambivalent. We visualize this concept as an ambivalence seesaw with a willing and a resistant side. If you are trying to convince someone to change you press on the willing side of the seesaw, causing the resistant side to come up. You could of course try reverse psychology to make willing side come up but both approaches cost a lot of energy. In this session, we will experiment with ways to avoid the ambivalence seesaw altogether.

### Outline or workshop

- Introduction
- Role play to experience 'being motivated' from the outside
- Introduction to green and red types of questions: Open questions, Confirm, Reflect, Summarize
- Role play to experiment with both kinds of questions
- Introduction of the 4 steps to Motivational Interviewing: Engage - the client, Focus - on the habit to change, Evoke - change language, Plan - practical small steps
- Role play to experiment with Motivational Interviewing
- Close out

Facilitators: Remi-Armand Collaris and Linda Dorlandt

**Remi-Armand Collaris:** I believe the main challenge of today's organizations is to create an environment in which people can blossom in cooperation with others. Autonomy and teamwork are important ingredient for that. In my work as organizational coach I help teams to improve team results by taking ownership over their way of working and employing team learning practices. Agile, Scrum, LeSS and Lean are some of my sources of inspiration for practices to make continuous improvement engaging and provocative. <http://www.linkedin.com/in/racollaris>



**Linda Dorlandt:** I am momentarily involved in managing business change initiatives at Facility Management at the Dutch National Police. In this work I facilitate connections between team members and encourage them to take responsibility and in doing so I help self-organizing teams to emerge. Before that I was a project and change manager at FloraHolland and a Works Council member for six years. This Works Council was transforming itself to be more innovative and as second chairman of the council one of my responsibilities was, putting together the training program to get there. I did my Bachelor thesis in Business Psychology on the influence of empowerment on business results. That explains my interest in new insights in improving peoples ways of working and in Agile and Scrum as tools to reach that goal. <http://www.linkedin.com/in/lindadorlandt>

## Workshop 3 – Agile KATA

Participants: minimum 6, maximum 18

### What is Agile KATA?

Many companies and departments implement Agile because they want the results Agile organizations seem to have. So they copy methods and structures and expect Agile to be alive yielding continuous improvement naturally. The same assumption was made in Lean till Mike Rother in his bestseller “Toyota KATA” revealed a decade ago how Lean is breathing at Toyota. What does this message teach us in the Agile era?

### What will this workshop bring?

During this workshop you will:

- Learn how to discern Agile is actually dead
- Learn what it takes to resuscitate Agile in your company
- Experience the Improvement and Coaching KATRA

Facilitator: Lieuwe Zijlstra



**Lieuwe Zijlstra** is certified Master Agile coach. He has worked within ING as Lean Backbelt and Agile Coach for over 8 years coaching both teams and management in their transitions to an Agile way of working. He has a background in IT-infrastructure and (interim) management.

