



SELF-ORGANIZATION NEEDS LEADERSHIP

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Self-organization needs direction. Scrum-Teams, Kanban-Teams even Holocracy Circles need a purpose and a vision and someone who can guide and enable them. Leadership - not Leaders are even more essential in environments in which teams shall become self-managed and hyper productive. Most organizations have teamleads, and other managers on different levels. Their role needs to change in organizations that want to go the agile path. And they are the ones who need to play an active part in the transformation towards a flexible organization that is able to cope with the demands of the digital storm that will destroy more and more traditional business models.

Thus the role of middle management in agile organizations is pretty clear: They have to create an environment that fosters self-organization. But what does this really mean – how does the behavior of middle managers will change? The good news: the necessary actions to take are simple! However it demands a paradigm shift of all involved parties.

- First – they need to start leading but seeing themselves as hosts that serve their teams.
- Second – the need to get involved with their teams – creating a culture of accomplishments and appreciation using Neuroscience.
- Third – they need to create structures that foster self-organization – by using the Art of Hosting and management frameworks like Holacracy, Scrum and Kanban.
- Fourth – they need to create a completely new way of acknowledgment of their peers by using positive reinforcement.

Boris Gloger will talk and demo about how to do this, based on real life experience – and it all starts with listening.

ABOUT BORIS

Boris Gloger is a German business consultant, author, serial entrepreneur, keynote speaker, and world-renowned Scrum and agility pioneer. “Agility” has always been more than a mere method to him: he was one of the first to realize that agile mindsets and ways of working have the power to completely transform organizations and thus make them fit for the 21st century. Numerous national and international companies follow his ideas on modern, agile management.

Boris Gloger shares his extensive real-life knowledge in books and in keynote speeches on international platforms. His aim is to be actively involved in people enjoying their work and living a good life, companies engaging in responsible management, a healthy environment, and passing on a livable planet to future generations.

