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Always change a winning team

Presentation by Sebastian Hamers

## Setting the scene

Organizations are under pressure due to continuous change in complex and disruptive times. To deal with this, organizations use different ways or creating new structures and processes like Agile and Scrum to deal with change and being able to adapt quicker to the market. The question, however, is: how do organizations guide people during a large-scale change process?

## What to expect

In this session, practical tools, inspiring customer stories from multinationals dealing with change, exercises and research results will be discussed. These research results have been obtained in collaboration with Purdue University, London Business School, Ashridge Business School and Nyenrode Business University.

## What's in it for you?

This practical presentation/workshop will provide you with insight into a powerful model that is directly applicable for organizations that are going through a change process. In addition, Sebastian will provide you with insight into performance indicators that map out strategic diversity, what is it, and how to guide customers on this topic.



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Having followed this presentation, you will gain insight and receive practical tools that cover the following:

- Understand the role of cognitive and strategic diversity in team performance
- Know how natural contribution of people can impact group behaviour and performance and how this links to change
- Gain practical insights of European companies and their best practices implementing Agile and Scrum ways of working
- The power of the Growth-Curve framework and how organizations and management can use this to link strategy to people
- Managing multiple horizons. The leadership challenges that management face in managing multiple horizons, what this means and what we can do to be aware of certain generative and non-generative behaviors when dealing with change.

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