

INTELLIGENT.
AGILE.
DISRUPTIVE.

3rd & 4th | FEB | 2020 | São Paulo - BRA

COMPETITIVE ADVANTAGE

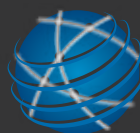
THE HUMAN FACTOR

*Event Speakers:
Susanne M. Zaninelli & Roberto Ziemer*

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LIDERANÇA
INTEGRAL



CULTURE CONTACT
WORLD IN MOTION



COMPETITIVE ADVANTAGE: the human factor

Artificial intelligence is the most significant achievement of the information age since the invention of the steam engine, which then founded the industrial age. Whether economy, business, culture, society, or politics ... this digital paradigm shift will fundamentally change everything in equal measure.

In order to ensure sustainable transformation in companies, it is necessary to overcome outdated assumptions, antiquated 'mind prisons' and past beliefs that can no longer be organically integrated into the radical innovations of the digital age.

Agility is not a buzzword, but an intrinsic attitude that helps us cope with a complex and often chaotic environment. Unpredictability is not only a counter term for calculability, it is reality -which in times of volatility and VUCA needs answers that hierarchical thinking and behavior can no longer provide.

Individual as well as cultural mindsets are a source and driver for initiating a shift in mindset; **WANTING** to change into something else, in order to **BE ABLE** to design it.

Only when we accept our unconscious inner impulses, which can become the greatest obstacles during radical changes, only when we dare to shed light on them and let ourselves be led away by them (e-motion), is change equipped with a sustainable foundation.

If we understand the mindset and culture of people, these unconscious but actively controlling and decisive "key levers of change", then even digitalization strategies and their implementation will lead to true long-term success, and not fail, as Peter Drucker states: "Culture eats strategy for breakfast".



“ The future depends on
*what we do in the
present.* ”





SCHEDULE

1st
DAY

**WE LEARNED IN THE
COURSE OF HUMANITY**
to control our
outside world.

AGENDA ITEMS

1. World in motion: What's essential to know for the global transition from the industrialization to digitalization?
 - What are the radical upheavals changing our economy, organizations and business models in the 21st century?
 - What are the "four waves" of our economic development in times of exponential change?
 - How are technological drivers changing our working world into industry 4.0?
2. Change intelligence: Understanding the grammar of change
 - The four key levers of change – how does the "N of Change" happen from inside and from outside?
 - Why is it crucial to know the difference between complex and complicated?
 - What mindset shifts are needed to reach 'next level' in times of dynaxity(**)?
3. VUCA world 4.0: Which abilities of communication, leadership and problem solving are required?
 - Why does hierarchy in interconnected structures no longer solve problems anymore?
 - "Value added" arises from "being valued": How does solution-oriented communication work?
 - Let us shape the future instead of just adjusting to the future.

(**) Dynaxity: Dyna-xity means Dynamic and complexity.



SCHEDULE

DID WE LEARN TO CONTROL OUR INSIDE WORLD?

Do we know ourselves?



AGENDA ITEMS

1. The key role of culture to create an agile and disruptive organization
 - How to measure culture using values – the Barrett model.
 - Leadership development as key to create a strong and cohesive culture.
2. Reflecting on your results – individual values assessment (IVA) and the results of the group (as if it were a working team).
 - What supports or undermines the implementation of an agile mindset?
3. Identifying and Transforming Reactive Mental Models :
 - How to identify your limiting beliefs – “worst day at work” exercise.
 - How to connect individual limiting beliefs with cultural entropy.
4. Managing Transitions :
 - Transition as the human dimension of change: no transition = no change.
 - The three phases of transition – endings, neutral zone and new beginnings .
 - Assessing in which phase you are and what you can do to keep moving ahead and complete your transition process .
5. Closing of the event.



LIDERANÇA
INTEGRAL

LIMITED SEATS!

**3rd & 4th
FEBRUARY**

**9AM UP TO 5.30 PM
SÃO PAULO - BRA**

ADDRESS: Espaço Sinimbu: Barão do Triunfo street, 1656 - Brooklin Paulista. São Paulo (Brazil).

INVESTMENT: BRL 2.800

Included: meals + individual assessment + translation.

MORE INFORMATION: +55 11 99131-7986 or contato@liderancaintegral.com

FACILITATORS.



Susanne M. Zaninelli

is CEO of CULTURE CONTACT Munich * New York since 1990. As a trainer, consultant, coach and speaker, she travels with her trainer team to all continents in the world. Developer of PD, OD and High Potential programs for key cultural competencies between country cultures and within the country's radically changing organizational, work and leadership cultures in a digitalized, agile VUCA world. In a nutshell: "Develop cultural-change intelligence, because the world isn't waiting for us." Lecturer at the LMU Munich, University of Applied Sciences Neu-Ulm & Munich. Author on culture change, intercultural management and global rollouts. Laureate of the MUWITT Award (award for the most successful German personnel and training concepts). Awarded the FOCUS ranking "Top Coach 2016".

Roberto Ziemer

is founder and partner of Liderança Integral (Integral Leadership) and expert in organizational culture, leadership development and managing transition. He is consultant, trainer and partner of Barrett Values Centre (BVC), certified facilitator in the Internal Family System (IFS) model by the Center for Self-Leadership and in Managing Individual and Organizational Transitions by William Bridges & Associates. He conducted many projects on cultural alignment and leadership development in Brazil and Latin America. He has a master's degree in Organizational Psychology, wrote two books on Human and Organizational Development and revised four of Richard Barrett's books into Portuguese Brazilian.

