



ENERGIZING PEOPLE WORKSHOP

Version 1.3



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INTRODUCTION

This document is prepared for licensed Management 3.0 facilitators and informs about outlines and the expected outcome of a standard Management workshop, the Energizing People Workshop. Attendees should experience the same learning outcome, the same modules, the same practices wherever in the world they attend the workshop, no matter the facilitator. However, facilitators are allowed to customize the learning experience within the guidelines described in this document.

Additionally, the document describes the recommended agenda, minimal number of hours, and more relevant information. All Energizing People Workshops are in-line with the description in this document.

The document has an introduction to describe the Energizing People Workshop. Additionally, per module is described what attendees should learn, discuss and which Management 3.0 practices they will experience during the live interaction with the facilitator.

– The Management 3.0 Team

ENERGIZING PEOPLE WORKSHOP

The Energizing People Workshop (EPW) is focused on the Management 3.0 view Energizing People. By attending the workshop, attendees will learn all about how to Energize People with Management 3.0. It's intended as a follow-up workshop after the Foundation or Fundamentals Online Workshop.

This workshop's topics will be interesting for team leads, managers, leaders, agile coaches, scrum masters, HR experts, and directors. Topics covered in this workshop are:

1. Worker Happiness
2. Individuals and Interactions
3. Rewards and Incentives

AGENDA

The recommendation of Management 3.0 is to have one workshop of four hours or two of two hours.

In case of in-person:

- Introduction & Quick Recap
- Worker Happiness
- Individuals and Interactions
- Rewards and Incentives
- Conclusion



In case of online:

- Session 1
 - Introduction & Quick Recap
 - Worker Happiness
- Session 2
 - Individuals and Interactions
 - Rewards and Incentives
 - Conclusion

Facilitators are free to change the agenda or extend the workshop with 25%, up to 5 hours, or add topics to the workshop as long as the agenda is covered.

Attending the EPW does not allow you to become a Management 3.0 facilitator. Attendees will get a certificate, the Energize People Workshop certificate.

SUMMARY

Duration	4 - 5 hours
In-Person allowed	Yes
Online allowed	Yes
Maximum attendees	20
Allows you to become a facilitator	No
Materials	Attendees will get a copy of all the modules discussed in the workshop and outlined in this document.
Certificate	<p>Energizing People Workshop Certificate of Attendance</p> 
Badge	<p>Energizing People Attendee Badge</p> 
Views covered	Energize People
Modules covered¹	<p>Worker Happiness Individuals and Interactions Rewards and Incentives</p>

¹ A facilitator needs to at least cover the modules described in this learning experience document.

WORKER HAPPINESS

What will you learn?

- How Worker Happiness relates to the view Energizing People.
- The difference between engaged workers and happy workers. What happens when a worker is engaged but not happy, and what will happen if a worker is happy but not engaged?
- In a Management 3.0 system we believe that happy workers achieve more in the end.
- Happiness is not a destination but an ongoing journey.
- The 12 Steps to Happiness: Thank, Exercise, Meditate, Give, Rest, Socialize, Help, Experience, Aim, Eat Well, Hike and Smile. Be able to explain the different steps.
- At least one activity for every step that you can implement to support Happiness in an organization.
- How to set up a system related to the 12 Steps to Happiness, to allow people to manage themselves.
- At least two tools to measure happiness of co-workers.

What will we discuss?

- How can you create a system where worker happiness is a responsibility of everyone?
- Does success lead to happiness or happiness to success?
- How can you measure happiness?

Which practices will you experience or learn about?

[Diversity Index](#)

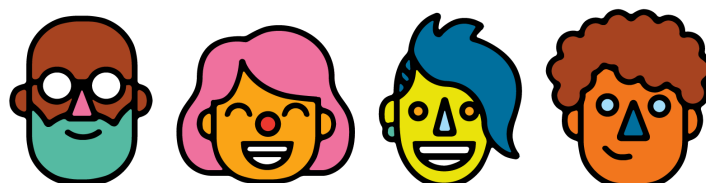
The Diversity Index can help your team and organization acquire insight into how high the current diversity level is. It is the start of creating awareness of how important diversity is.

[Niko-Niko Calendar](#)

How to set up a Niko-Niko calendar and use it in your organization.

[Happiness Door](#)

How to set up a Happiness Door and when to use in your organization.



INDIVIDUALS AND INTERACTIONS

What will you learn?

- How Individuals and Interactions relates to the view Energizing People.
- Organizations are in the end all about people, and the relationships between people.
- A definition of diversity, different components that make up diversity.
- The advantages of diversity: prevent group thinking, support of creativity and innovation, estimations.
- The importance of creating connections between people as manager or leader.
- The difference between boundaries within a team and across teams.
- Activities and practices to achieve more closeness within boundaries and achieve understanding across boundaries.
- How to use personal maps to grow connections between team members and teams.

What will we discuss?

- Which practices stifle diversity or encourage diversity in your organization.
- How can you create a system where people can grow relations between individuals, and increase interaction, without direct involvement of managers and leaders?
- How can you grow trust between people in an organization?

Which practices will you experience or learn about?

[12 Steps to Happiness](#)

Which activities are possible for the different steps and how to use the 12 Steps to Happiness in your organization.

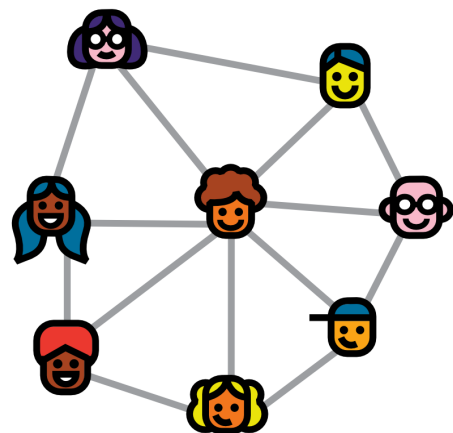
[Personal Maps](#)

How well do you know your colleagues? Find out what makes each other tick by creating a personal map and understand how this will help you to achieve closeness in a team.

[360 Degree Dinner](#)

A shortcut to the standardized 360 degree feedback:

Invite your team to a nice dinner. During the meal you will then give each other feedback.



REWARDS AND INCENTIVES

What will you learn?

- How Rewards and Incentives relates to the view Energizing People.
- Understand the connection between the performance and value created by employees and reward systems.
- The difference between intrinsic and extrinsic motivation and where to focus in a Management 3.0 context.
- How does work performed by people relate to purpose, mastery and freedom.
- The risk of promising rewards in advance.
- What the risk is of large rewards in an organization.
- Why rewarding continuously is more powerful as just once a year.
- How rewards can help you to grow a culture and desired behavior in an organization.
- Why rewards should be about behavior and not only outcomes.
- The strength of reward systems influenced by peers.
- The advantage of Kudo Cards and Kudo Walls, and the possible risks.
- The power of saying thank you.

What will we discuss?

- It is wrong to reward people and why could it be wrong or good?
- What would be the best bonus system in an organization?
- How much should managers and leaders be involved in deciding on rewards and incentives, and why?

Which practices will you experience or learn about?

Kudo Cards

Give a gesture of thanks, show someone you care, acknowledge that you appreciate someone's efforts

Merit Money

Paying people based on real merits instead of imagined performance

