



Introduction à l'amélioration continue du leadership d'une équipe agile : guides, outils et principes



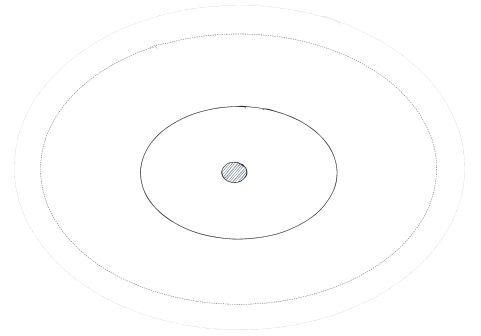
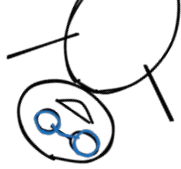
Emmanuel Conrardy



Emmanuel Conrardy

Lead Software Engineer @Dickson Europe |
Environmental Monitoring + Compliance Experts





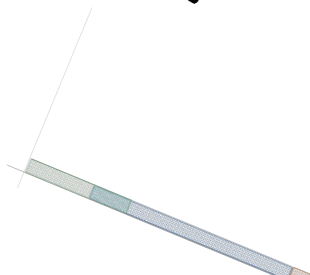
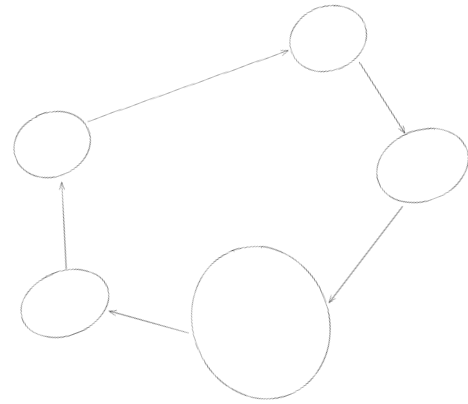
Cadre du "Leadership" - 5 mins

Amélioration continue de son "leadership" - 5 mins

Journée d'un leader - 5 mins

Rex: Lead dev @Dickson - 10 mins

Lien avec l'agilité - 5 mins



Leadership



MaFormation
Comment apprendre à développer son lea...



HelloWork
Leadership : définition, caractéristiques, rôle en...



Investopedia
What Is the Definition of Leadership? Compo...



Xavier University
Leadership Definition and Model - Student Involvem...



HelloWork
Leadership : définition, caractéristiques, rôle en...



The Balance
What Is Leadership?



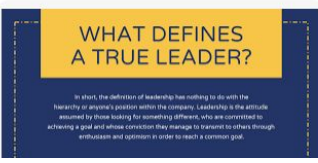
PME WEB
Le leadership : Qu'est-ce que c'est ? On vous dit...



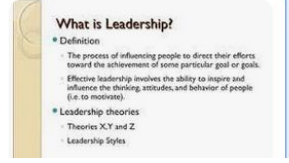
Scoofi SARL
vous devrez travailler votre leadership pour amener la...



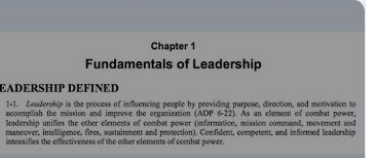
Strong Point Strategy
My Definition of Leadership



PME WEB
Le leadership : Qu'est-ce que c'est ? On vous dit...



Scoofi SARL
vous devrez travailler votre leadership pour amener la...



Strong Point Strategy
My Definition of Leadership

Medium

Chapter 1
Fundamentals of Leadership

LEADERSHIP DEFINED

1-1. *Leadership* is the process of influencing people by providing purpose, direction, and motivation to accomplish the mission and improve the organization (ADP 6-22). As an element of combat power, leadership unifies the other elements of combat power (information, mission command, movement and maneuver, intelligence, fires, sustainment and protection). Confident, competent, and informed leadership intensifies the effectiveness of the other elements of combat power.

This Definition of Leadership is the Best I've Ever Read | by Nina Semczuk | Medium

Les images peuvent être soumises à des droits d'auteur. En savoir plus

Partager

Enregistrer

What is Leadership?

- Definition
 - The process of influencing people to direct their efforts toward the achievement of some particular goal or goals.
 - Effective leadership involves the ability to inspire and influence the thinking, attitudes, and behavior of people (i.e. to motivate).
- Leadership theories
 - Theories X,Y and Z
 - Leadership Styles

DEFINITION OF LEADERSHIP

- "Leadership is the ability to get a person to do what you want him to do, when you want it done, in a way you want it done, because he wants to do it." (Dwight D. Eisenhower in Galloway 1990, 87).

YouTub
Leadership - Meaning, Defi...

CEAT
premier leadership definitio...

Definition of a Leader

- Leadership is about articulating visions, embodying values, and creating the environment within which things can be accomplished.
- When the effective leader is finished with his work, the people say it happened naturally.
- The task of the leader is to get his people from where they are to where they have not been.

Leadership

- Before we get started, let's define leadership. Leadership is a process by which a person influences others to accomplish an objective and directs the organization in a way that makes it more cohesive and coherent. This definition is similar to Northrup's (2007, p1) definition – Leadership is a process whereby an individual influences a group of individuals to achieve a common goal.

SlidePlayer
Leadership Before we get s...

SlideToDoc.com
Profile of a Leader Definitio...

SlideServe
PPT - The Definition of Lea...

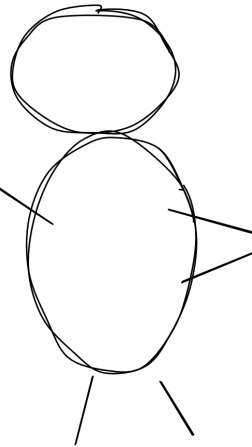
Peux tu trouver l'implicite derrière la définition ?

"Un ensemble de compétences utiles pour atteindre un objectif."

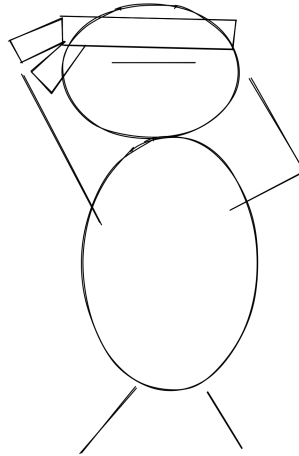
efficacement



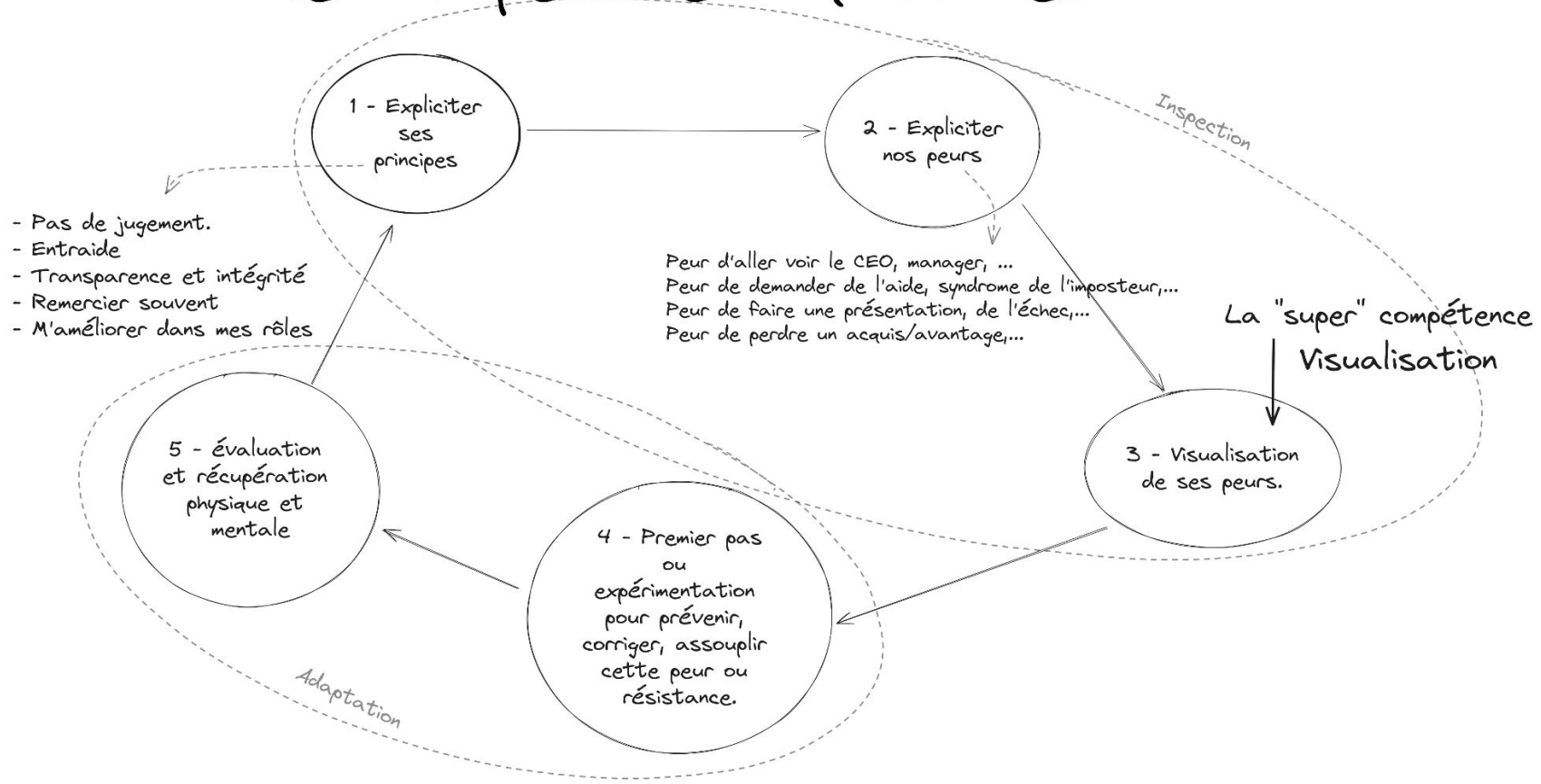
Une pratique ?



Amélioration continue de son "leadership"

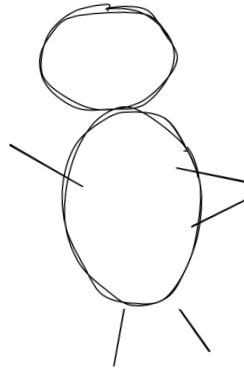


outil #1 : Visualisation pour gérer la résistance face aux peurs et inquiétudes.



- 1 - Intégrité
- 2 - Exprimer un retour négatif à un manager
- 3 - Imaginer donner/recevoir cet avis négatif
- 4 - l'exprimer avec un ou une collègue de confiance
- 5 - noter les impressions, évaluer la résistance et l'énergie restante.

C'est aussi une question de perception !



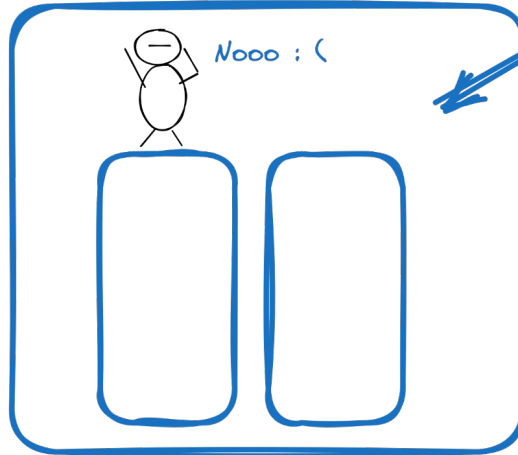
Tes lunettes

"It's easy..."



"You just have to jump"

"what you see"



"ho...."



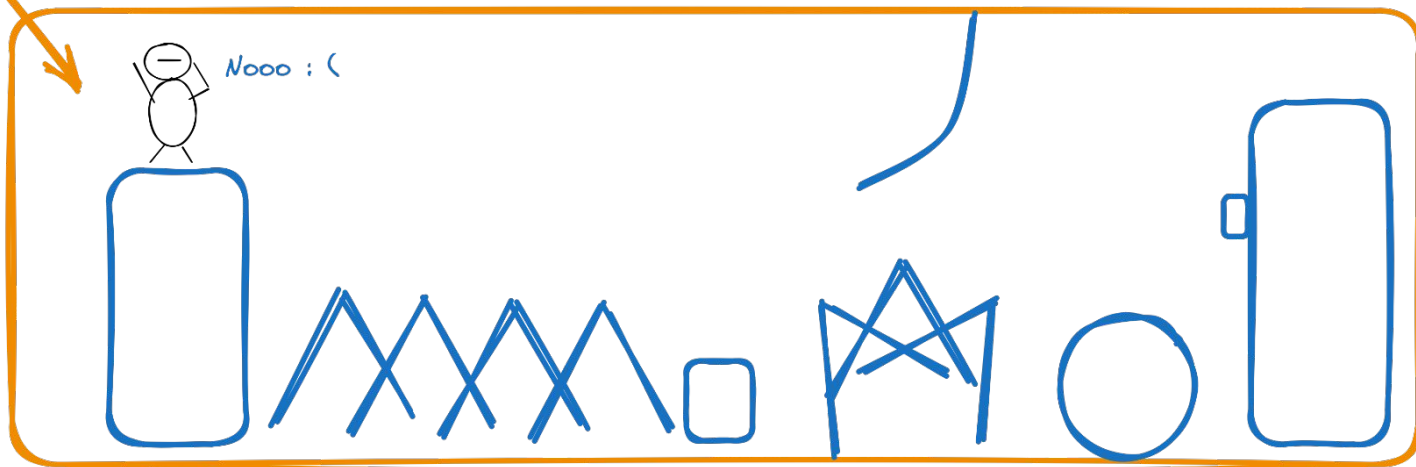
"Ses lunettes"

"But what they see"



"But what they hear"

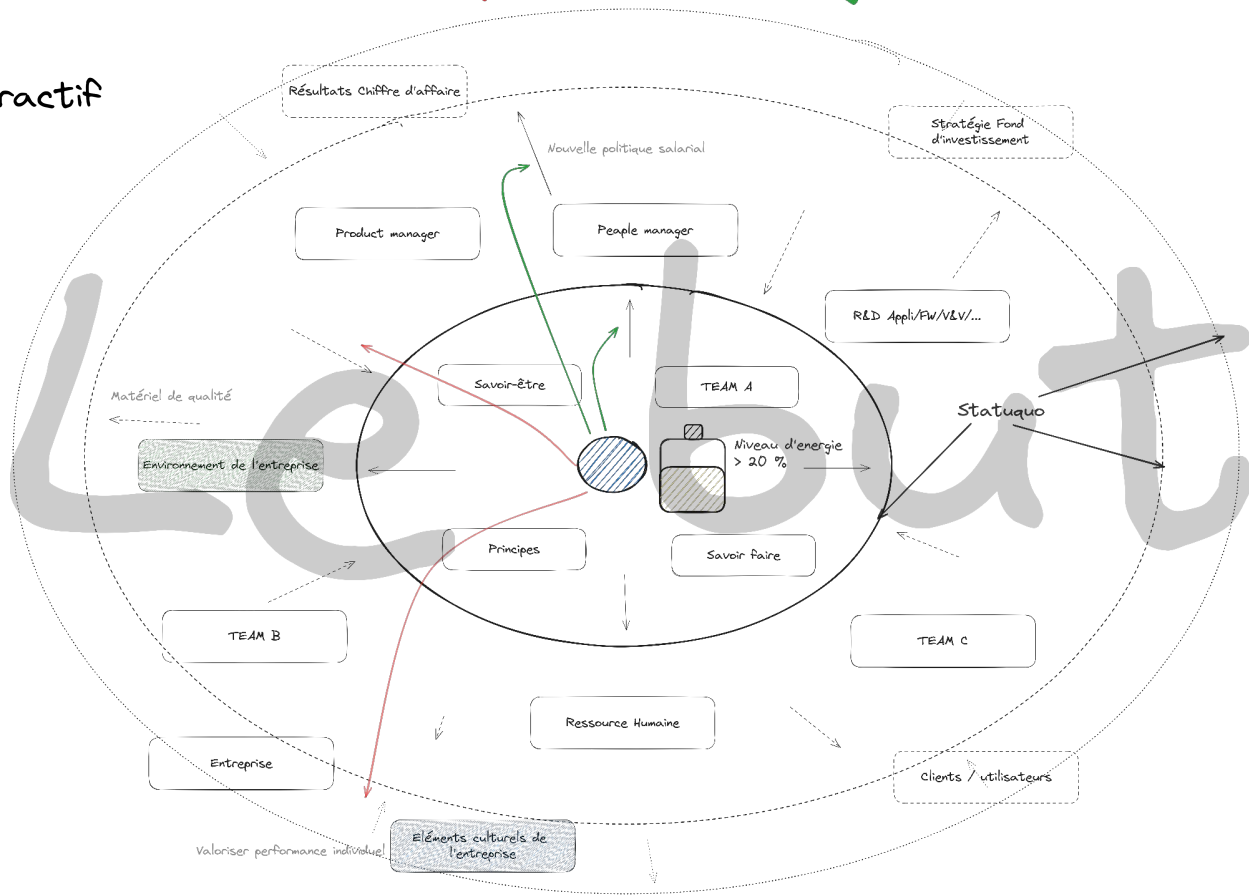
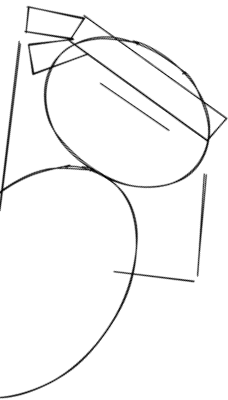
~~"You just have to jump"~~ "jump or die !"

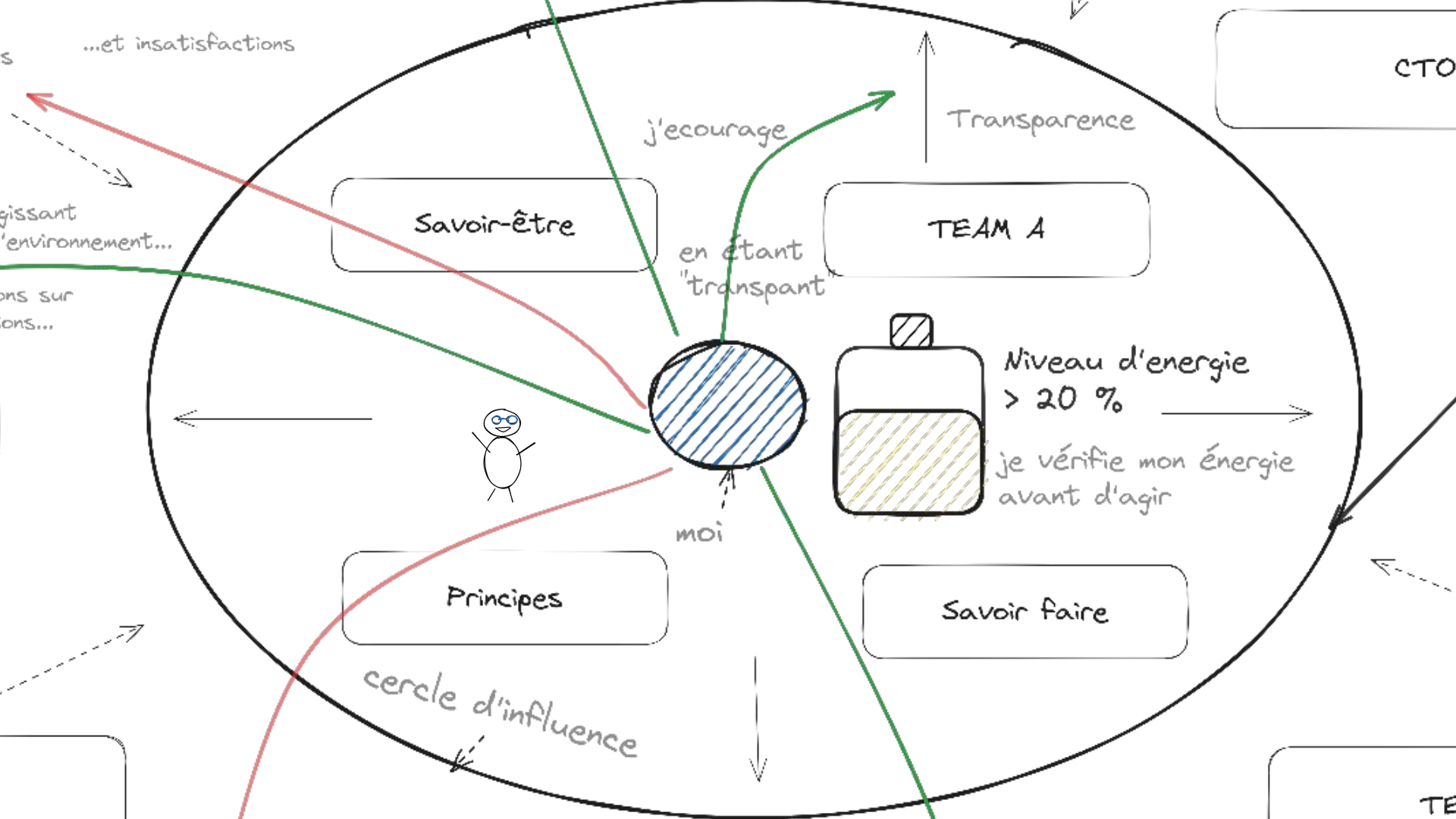


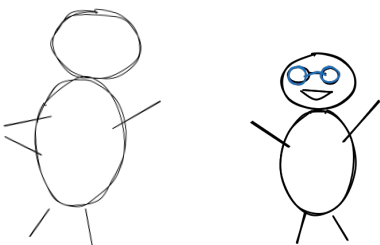
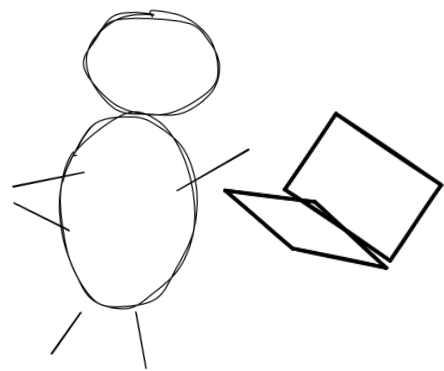
Leader's journey - de l'intérieur vers l'extérieur

Décourage ET Encourage

Avoir un but, une mission :
créer un environnement attractif
pour les développeurs.







(Moyens)
Matériel de qualité

Environnement de l'entreprise

Repas d'équipe le vendredi
(Social)

TEAM B

meeting dans
le couloir

...et insatisfactions

en agissant
sur l'environnement...

...nous agissons sur
les satisfactions...

TEAM B

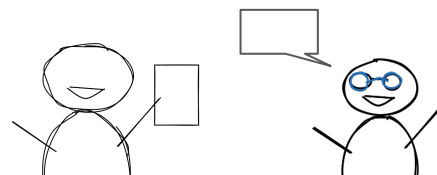
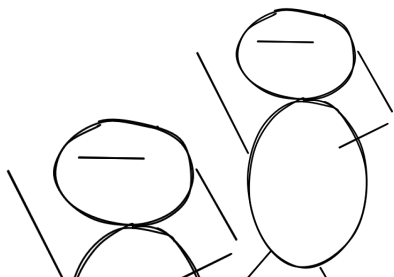
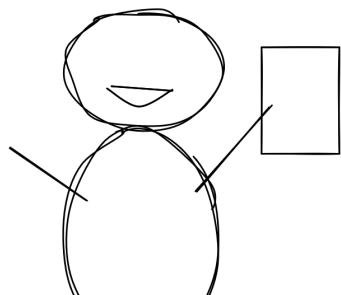
Entreprise

Ressource Humaine

Éléments culturels de
l'entreprise

Valoriser performance individuelle

Leader accessibles



Leader's journey - de l'intérieur à l'extérieur

0 - Apprendre à se connaître

1 - Définir un cadre d'équipe

2 - Arranger l'environnement

3 - Influencer la culture de l'entreprise

REX

Lead dev @Dickson Europe

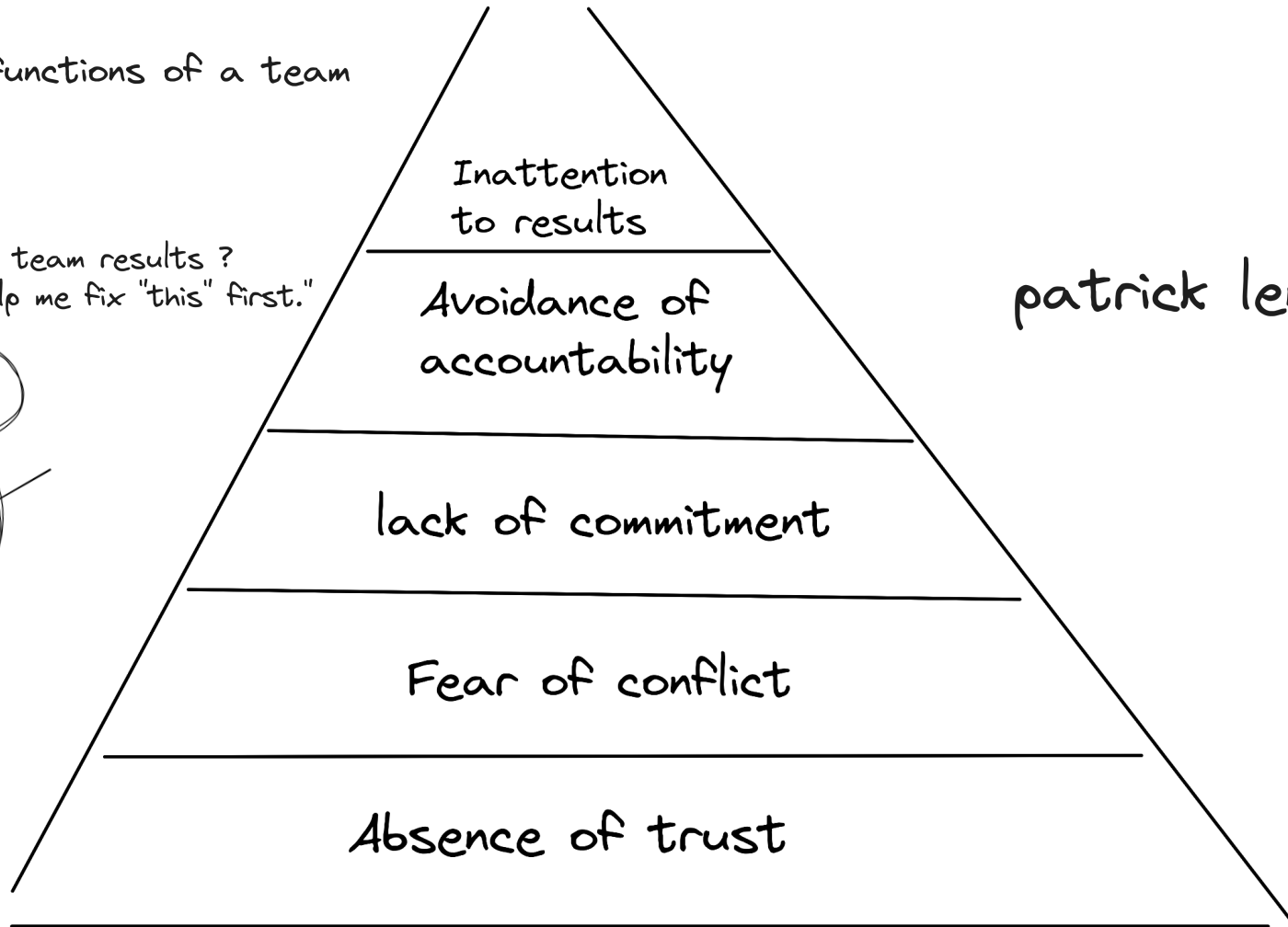
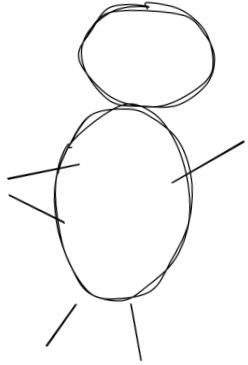
REX

Tension managériale

L'équipe ne performe pas et
certains ne performent pas assez...

5 dysfunctions of a team

"You want team results ?
No problem, help me fix "this" first."



patrick lencioni

Prochaines étapes à mon échelle :

- Mise à plat de mon apprentissage
- Aiguiser mon style de "leadership", ma pratique
- Continuer de chercher des mentors



Lien avec l'agilité ?
travailler le cœur de l'agilité:
la transparence, l'inspection et l'adaptation



Merci !

