

Confessions of an

A.I.M.



About me

Bjoern Zapadlo

Konstanz

37 Jahre

Laufen / Fotografie

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IT Meetup in Konstanz / Kreuzlingen

#nichtThemaHeute

- 1. Management 3.0**
- 2. Das funktioniert für alle**
- 3. Wahrheit**

A g e n d a

ALM... WTF?

Warum?

Was?

A
I
M
W
T
E

A close-up photograph of a man's face and upper torso. He has dark hair, wears glasses, and is dressed in a light-colored shirt and a dark tie. He is looking towards the right of the frame with a neutral expression. The background is a dense, dark green color filled with numerous white question marks of various sizes, creating a patterned effect.

Agile
Line
Manager

MY NOSE WILL
GROW NOW!



Agile
braucht kein
Management!

doch

...ein bisschen

**Was mache
ich denn?**

Agile Line Manager



Was sich meine Freunde
vorstellen



Was sich meine Mutter
vorstellt



Was sich die
Gesellschaft vorstellt



Was sich mein Boss
vorstellt



Was ich mir vorstelle



Was ich tatsächlich
mache

Ich sage meinen
Angestellten nicht, WAS
sie WIE zu machen haben.

30 Leute führen (Devs & SMs)

Recruiting

Weiterentwicklung

Peer für Architektur auf Nachfrage

Conferences / Trainings

**Die richtigen Leute zur
richtigen Zeit am richtigen
Tisch**

**ICH HABE EIN PROBLEM.
KOMMST DU?**

**SO EIN “WIR TRINKEN
TEE UND REDEN DARÜBER
PROBLEM” ODER SOLL ICH
MIT SCHAUFEL, MÜLLSACK
UND AXT KOMMEN?**

Ergo

Weniger Management

Mehr Leadership

Wärum

...an was ich glaube

Empowerment





Ehrlichkeit
&
Transparenz

Flache Hierarchie

A photograph of a long, straight asphalt road stretching from the foreground into a vast, flat landscape. The road is flanked by dry, brown grass and low-lying shrubs. The sky above is a dramatic sunset, with colors transitioning from deep blue at the top to bright orange and yellow near the horizon. The clouds are wispy and scattered, reflecting the warm light of the setting sun.

Authentizität

A photograph of a person from the waist up, wearing a vibrant, multi-colored jacket with yellow, blue, purple, and green stripes. They are standing in front of a dark wooden bookshelf filled with books. The lighting is dramatic, with strong highlights and shadows.

vertrauen



“Vertrauen ist das Gefühl, einem Menschen sogar dann glauben zu können, wenn man weiss, dass man an seiner Stelle lügen würde.”

Henry Louis Mencken

Vertrauensvorschuss



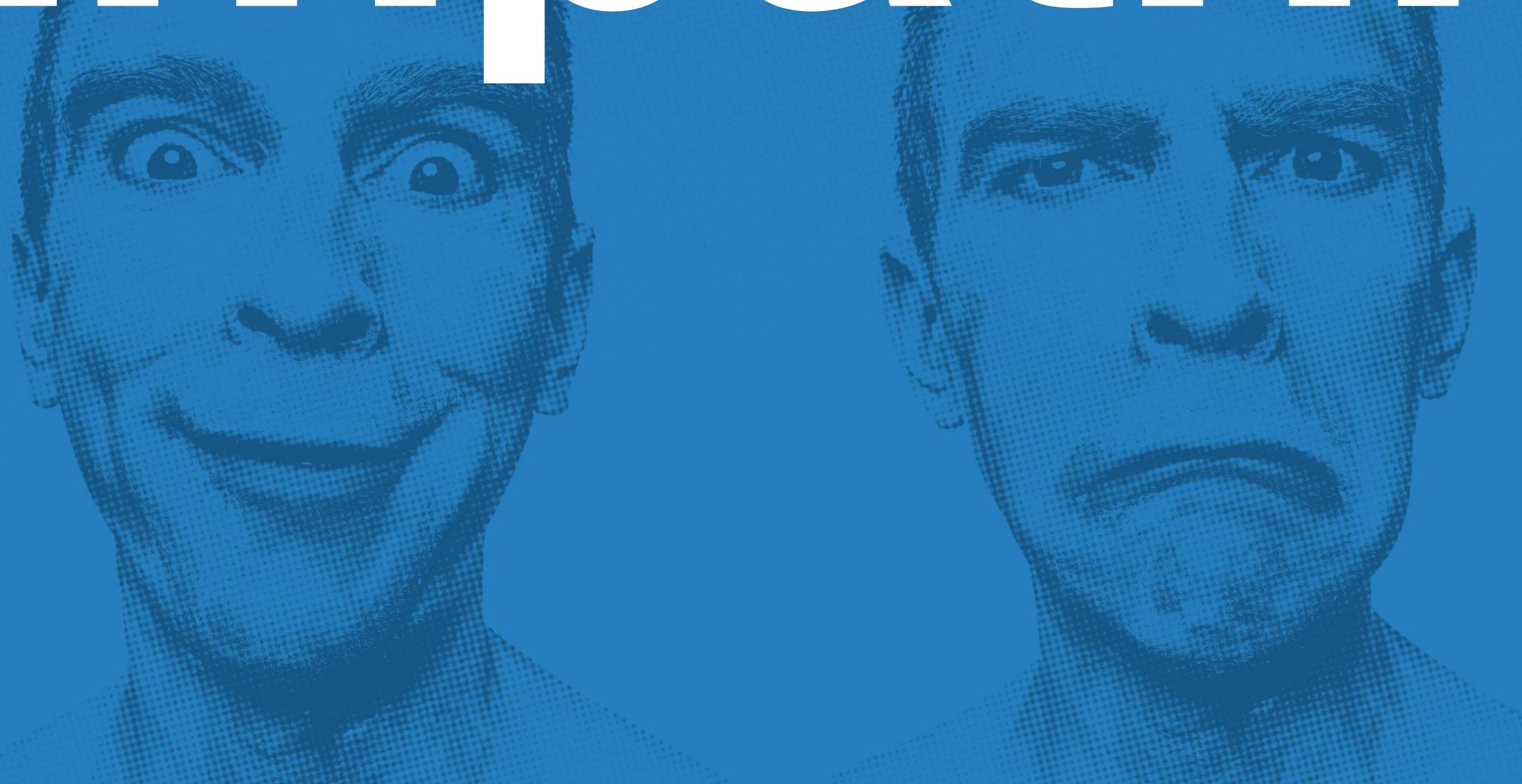
Menschen
anderer

WE = f(P,U)

Eskalation



Empathie



vs. Scrum Master



Passion

A close-up photograph of two hands reaching towards each other from opposite sides of the frame. The hands are positioned to form a heart shape, with fingers interlaced. The hand on the left is blurred, suggesting motion or depth. The hand on the right is more in focus, showing pink-painted fingernails. The background is a bright, sandy beach meeting a clear blue sky at the horizon.

Waves

Meine Tools

Recruiting



Monthlys



Kaffico



Team Lunches



Gemba walk



Ferabend Bier

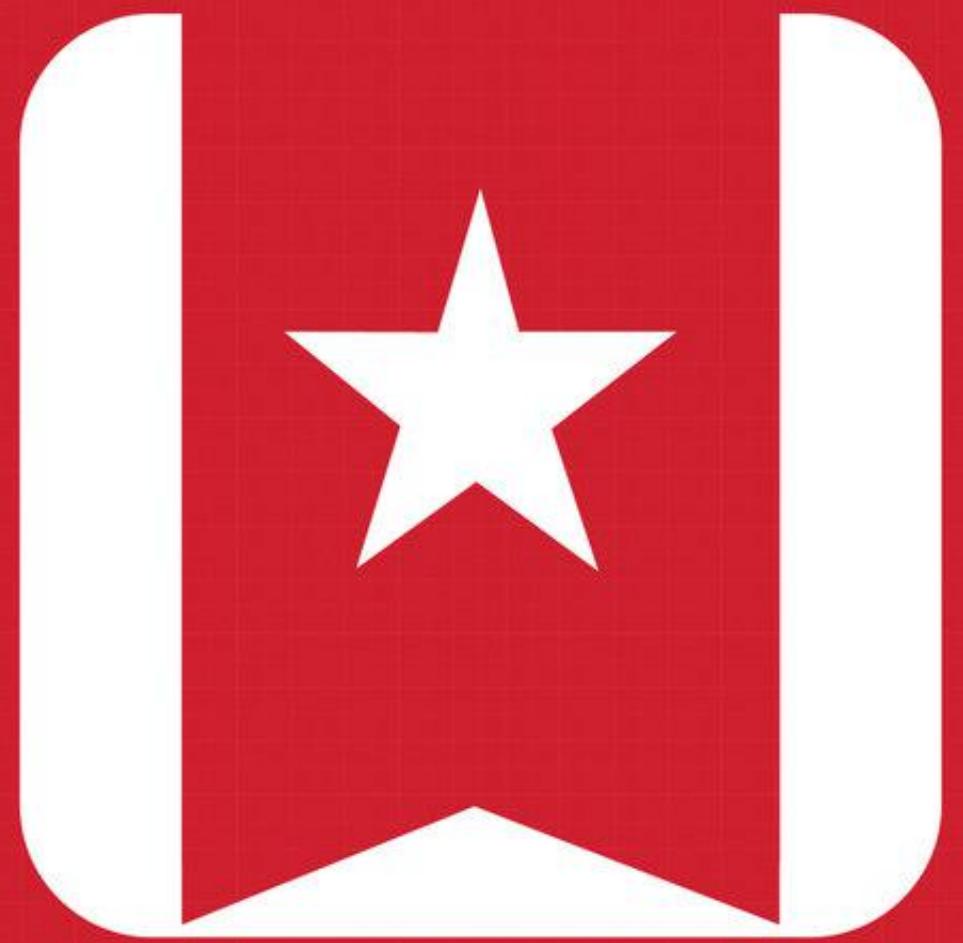


Candy Store



dinner

S



OKBROS





Create world's smartest lightbulb

Alex Berg



17%



5 Contributing



7 Milestones

Reduce churn rate to 1.3% by end of 2014

Alex Berg



64%



3 Contributing



50,000,000 Dollars

Additional Details

Never replace a bulb or flip a switch again.

Contributors



Get 100,000 preorders by launch day

Gina Kempner

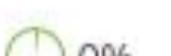


Deliver 10 million bulbs to various retailers by launch

Eric Godfrey



Land 3000 retailers for

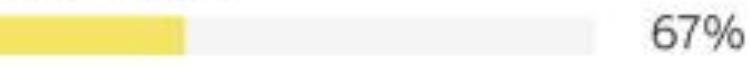


Goals at Risk



Allocate 1 million dollars towards launch marketing

Cooper Mangan



20 Contributing Goals are at risk

Cheer • Nudge



Meet standard support SLA 90% of the time

Total Goals



Feedback



8

Wer hat letztes Jahr an
eine Mitarbeiterumfrage
gemacht?

Wer misst, misst Mist!



Officevibe

January 6, 2015

EMPLOYEE ENGAGEMENT SCORE



SUMMARY: Hooray! On average, employees within GSoft are very engaged in their work! You should be really proud of all the work you're doing. Employees are ambassadors for the company and are aligned with the core values. With that said, GSoft's culture could still improve by promoting healthy initiatives and making sure everyone is being compensated fairly.

10 KEY METRICS OF EMPLOYEE ENGAGEMENT



Das geht auch

besser





“That's all Folks!”