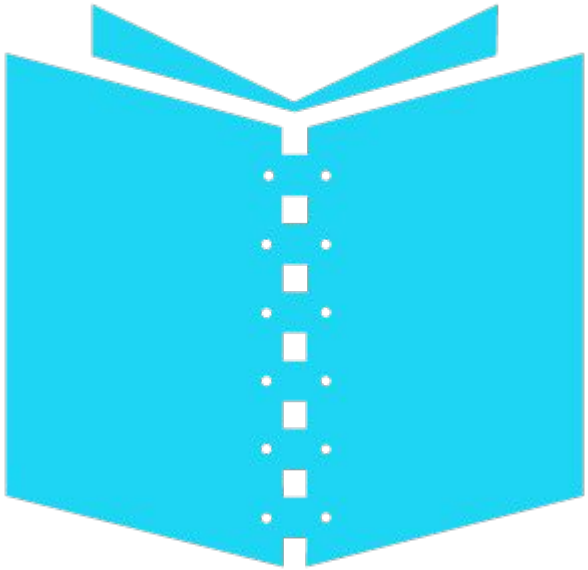
BETTER *FASTER* **HAPPIER**

BOOSTING BUSINESS
TRAINING OUTLINE



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INTRODUCTION

Historically, agile working has been the preserve of digital product and technology departments. But in an increasingly fast paced and uncertain world, many organisations recognise the need to adapt - to find **new ways to work to remain competitive**.

Boosting Business is designed to **upskill leadership**, enabling them to **lead change** and **adapt** their businesses to **maximise revenue, speed and engagement**. It covers each element of an agile working system from identifying impactful products and services and delivering them at pace, through to building high performing, engaged teams.

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MODULE 1

INTRODUCTION & MINDSET

Overview

This module focuses on the role of leadership in driving change, including adopting the right mindset.

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LEARNING OUTCOMES

- The role of leadership in driving change
- An overview of business agility
- Defining mindset
- Why mindset is a prerequisite for agile adoption

ACTIVITIES

What is agile

A reflection exercise to identify the expected benefits of agile, the implications for leaders and potential risks or concerns

Exploring Mindset

Evaluate a range of statements to decide whether or not they represent an agile mindset

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MODULE 2

GETTING BETTER

Overview

This module focuses on how to identify products and services that will generate a high return on investment.

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LEARNING OUTCOMES

- The purpose of discovery
- Optimising for outcomes over output
- Using qualitative and quantitative data to identify opportunities, including he Jobs to Be Done framework
- Hypotheses and experimentation to learn and validate early
- Using the Opportunity Solution Tree
- Discovery cadence and roles
- Discovery for innovation and optimisation

ACTIVITIES

Identifying Outcomes

Identify intended outcomes for your current initiatives

Data Mining

Identify a data insight from a simple data set

Customer Interview Exercise

Practice interview skills

Design an Experiment

Write a hypothesis and design an experiment to test it

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MODULE 3

GETTING FASTER:

ORGANISATIONS

Overview

This module focuses on designing an organisational system of work that enables teams to deliver at pace

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LEARNING OUTCOMES

- Why delivering in short feedback loops increases ROI and improves quality
- Designing team structure to create alignment
- Understand how initiative overload reduces speed
- Using continuous improvement to improve process and reduce bureaucracy

ACTIVITIES

Finding Alignment Gaps

Considering your own teams and their goals, identify the dependencies they have

The Multi-Tasking Name Game

A simple simulation which demonstrates the the impact of high WIP

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MODULE 4

GETTING FASTER: TEAMS

Overview

This module provides a lightweight overview of common agile delivery techniques

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LEARNING OUTCOMES

- How to deliver in short feedback loops by limiting work in progress (WIP) and delivering in small batches
- Visualising work and using WIP limits to prevent bottlenecks
- Why small batches increase speed
- Reducing batch size in 3 steps

ACTIVITIES

The Coin Game

A fun game that involves flipping coins to understand the impact of reducing batch size

Story Mapping Introduction

An introduction to the concept of Story Mapping by applying it to your morning routine

Story Mapping Practice

Try Story Mapping by creating a story map for a hotel booking site

Retrospective

Experience a retrospective by identifying what helps and what hinders agile adoption in your company

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MODULE 5

GETTING HAPPIER: PURPOSE

Overview

This module considers the role of an agile leader and examines the ingredients of motivation, beginning with purpose.

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LEARNING OUTCOMES

- How purpose influences motivation
- Why purpose is increasingly important
- Creating global and local purpose
- Improving purpose

ACTIVITIES

Motivation Mapping

Participants reflect on their own careers and when they were most or least motivated

Vision Quiz

A light hearted exercise to identify the vision statements of famous brands

Connecting Outcomes to Purpose

Participants are asked to identify current initiatives and how they support the business strategy and mission

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MODULE 6

GETTING HAPPIER: AUTONOMY

Overview

This module explores the benefits of autonomy and strategies to successfully introduce an autonomous culture

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LEARNING OUTCOMES

- The benefits of autonomy for leaders and teams
- How to develop an autonomous culture
- How to use coaching to increase autonomy

ACTIVITIES

Mapping Coaching Questions

Helps people to engage with a coaching approach by mapping coaching questions to scenarios

Coaching Practice

Participants practice coaching in pairs

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MODULE 7

GETTING HAPPIER: MASTERY

Overview

This module explores how mastery improves motivation and how to use feedback to improve mastery

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LEARNING OUTCOMES

- How mastery influences motivation
- How to use feedback to improve mastery
- Giving effective feedback
- Using the Radical Candour feedback framework
- Building a feedback culture

ACTIVITIES

Giving Effective Feedback

Identify the conditions to optimise for successfully giving feedback

Feedback Speed Dating

Participants take it in turns to give one another feedback

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WORKSHOP

DESIGN YOUR WAY OF WORKING

Overview

This workshop is run after the final training module. It is intended to ensure training is translated into positive action and results. Participants will leave with a new way of working ready to put into practice.

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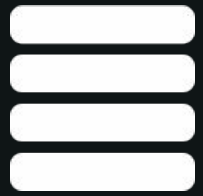

PART ONE
CREATE BACKLOG

Create a prioritised backlog of changes to help your business become more agile

PART TWO
DEFINE PILOT

Define the first small change that can be made to begin your journey

PART THREE
NEXT STEPS

Agree how you will maintain momentum and continue to work through the backlog of changes

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FORMAT AND DELIVERY

The training consists of 3 days of training delivered face to face. It can be delivered in one go or in multiple parts.

At the end of the training participants will receive:

- PDF copies of the training decks and a summary of key learnings
- A “playlist” of blog posts, talks and podcast as follow-up learning
- A reading list of recommended books to dive deeper into individual topics

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WHAT IT COSTS

£750 per person

Maximum 16 people per session

Training can be customised to meet the needs of your organisation

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ADDITIONAL SERVICES

X-FUNCTIONAL TEAMS

Support to align your teams around goals and outcomes

Definition of roles, responsibilities and accountabilities

Support to roll out new teams and new processes

OPERATING CADENCE

Support to define your process and cadence for defining goals

Support to introduce feedback loops to provide visibility of plans and progress

COACHING

Provide additional follow-up coaching, troubleshooting and guidance to support you as you implement your backlog.

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For more information contact
amanda@betterfasterhappier.com

betterfasterhappier.com