



## FeminineAgility

Blueprint für Frauen ..  
Agile Transformation  
WebSession live

Trainerin: Uta Kapp



# FeminineAgility



Agil Sein ist feminin

Uta Kapp



[utakapp.de](http://utakapp.de)

 [feminineagility.de](http://feminineagility.de)

Neha Gandhi



Agile Coachin

ProsiebenSat1

# Überblick

## Workshop 2 – Agile Transformation

- In diesem Workshop geht es um die Transformation, die ein Unternehmen und Teams durchlaufen, um sich agil aufzustellen. Als Frau, die diesen Prozess in einem Unternehmen begleitet, erfordert dies einen persönlichen Wachstumsschritt. Auch ich selbst musste einen inneren Upgrade durchmachen.
- In diesem zweiten Workshop werden wir darüber sprechen, wie Frauen ihr Unternehmen durch die agile Transformation begleiten und sich selbst dabei auf einen persönlichen Wachstumsprozess begeben.
- 1.) **Transformation ist mehr als ein Change** - *Wie begibt sich dein Unternehmen auf den Weg?*
- 2.) **Frauen entfachen ihr Potential** - *Wie kannst du deines auf den nächsten Level bringen?*



# Zeitplan

- 13:00-13:10h Begrüßung
- 13:10-13:20h Agile Transformation, persönlich und im Team
- 13:20-14:00h Feedback als Fallbeispiel mit Neha Gandhi
- 14:00-14:30h Fragen und Antworten





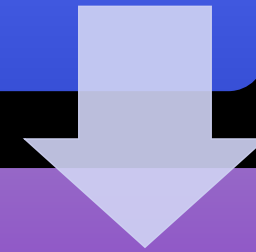
# Das Scrum Framework

- Rollenverteilung
- Events und Meetings
- Artefakte

- Teamentwicklung
- Psychologie
- Coaching
- Potentialentwicklung
- Facilitation
- Philosophie
- Werte

# Der Kern von Agilität und Scrum

Inspektion



Feedback

Adaption





# Miro Board

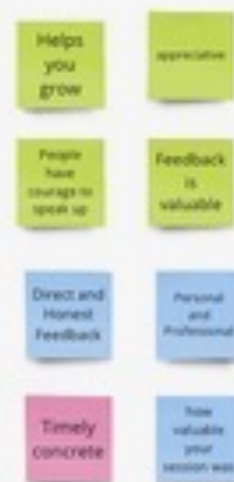




## How often do you actively ask for feedback?



## What kind of feedback do you perceive as valuable for you?



# What is needed to have a feedback culture?

## The Five Dysfunctions of Team

by Patrick Lencioni



## Non Violent Communication?

Picture 1



Picture 2



1. When I see (hear ...) that ... --> observation
2. I assume ... --> **interpretation**
3. (Because it is important to me that ... --> need))
4. I ask you ... --> request



### Nonviolent Communication: A Language of Life: Life-Changing Tools for Healthy Relationships (Nonviolent Communication Guides)

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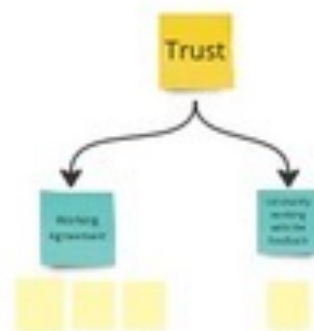
*Personal Retrospectives*

*Mentoring others and even getting mentored*

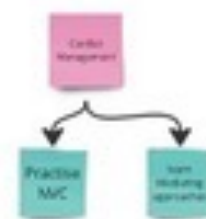
*Learn to work with Feedback*

*Self awareness and being Kind*

*Invest in yourself!!*



A working agreement is a set of norms or guidelines that team members agree to follow in order to improve their work process. It is a way of setting expectations and keeping everyone on the same page. Creating a working agreement can help reduce conflict, build trust, and improve communication within the team.



**Impostor syndrome**, also known as **impostor phenomenon** or **impostorism**, is a psychological occurrence in which people doubt their skills, talents, or accomplishments and have a persistent internalized fear of being exposed as frauds. [1] Despite external evidence of their competence, those experiencing this phenomenon do not believe they deserve their success or luck.

Work in pairs. Draw your partner. Write down one thing about your partner. Hand over the drawing to someone else (not the drawn person). Persons add additional things for that person. In the end the picture is with a short presentation of the person handed over.



What makes a great team for you? How do you recognize it?



What parts of it do we already have in the team? Vote:

### Token of Appreciation

#### THE TOKEN OF APPRECIATION

1. **Appreciation tokens**  
 All appreciation tokens are made of paper and are 2" x 2".  
 They should be made of paper and are 2" x 2".  
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2. **How to use appreciation tokens**  
 Appreciation tokens are used to show appreciation for someone's actions or behavior.  
 They should be given to the person who performed the action.  
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# What are your key takeaways??

That also other agile coaches have same Problems as me and we can help A LOT each ther by sessions like this one. Thanks a lot everyone!

I learned that I have a lot to learn more regarding NVC in practice 😊

Need to leave, thank you for good impulse regarding feedback and nvc, which I mainly recalled as providing Personal Y messages as opposed to 'you' or seemingly objective messages

Thank you so much Neha and Uta, I really appreciated the session!  
Key take away: ask how we should communicate and create a working agreements

My takeaway is that I know very much but I tend to think I don't know enough (imposter syndrome...) instead of just putting my knowledge into practice. We are definitely not alone and being reminded is so helpful. Thank you very much

thank you Uta and Neha for the very interesting session

Thank you so much for your helpful input at the Feminie Agility Workshop today! It was a pleasure interacting with you :-)

It was an awesome session, I would love to have more meetings like this for exchanging experibece, maybe as a regular Lean Coffee ?

Thank you very much for an amazing workshop. I think the ideas and techniques will help in improving my communication skills

My take away is that we are all amazing women. Keep on rolling :-)  
I am proud. Hope you are too

It was such a helpful session today, especially the appreciation exercise and the end was beautifully explained, thank you very much!!!

vielen Dank für den Input.

Thank you very much for the amazing session.

Thanks for reminding me on NVC :-)  
Great session Uta and Neha, we covered a lot of stuff in such a short time.

Hi Neha, thank you very much for the nice workshop together with Uta.



# Miro Board

- <https://miro.com/app/board/uXjVMsPs6JM=/>



# Tag 3 Workshop Blueprint für Frauen „Blaupause“

- Big Picture
- Vom persönlichen Wachstum zur Teamentwicklung
- Innere Barrieren durchbrechen – wie geht das?
- Impediments auf Teamebene durchbrechen – Facilitation der Veränderung
- Du kannst es nicht alleine
- Welche Resultate kann ich damit für Hochleistungsteams erzielen?



# Für wen ist FeminineAgility?

- Frauen im Business
- „Empowering Women in the digital Age“
- Bereiche für den Selbst-Upgrade
  - Team-Führung und Einfluss
  - Innovation und Technologie
  - Selbstvertrauen und Wohlbefinden
  - Berufung und Genialität
  - Spiritualität und Sinn
  - Geld und Wohlstand

Feminineagility.de



# Links

## FeminineAgility Homepage

<https://feminineagility.de>

ICF Global Coaching Study 2020: <https://bit.ly/3qZj5Zo>

