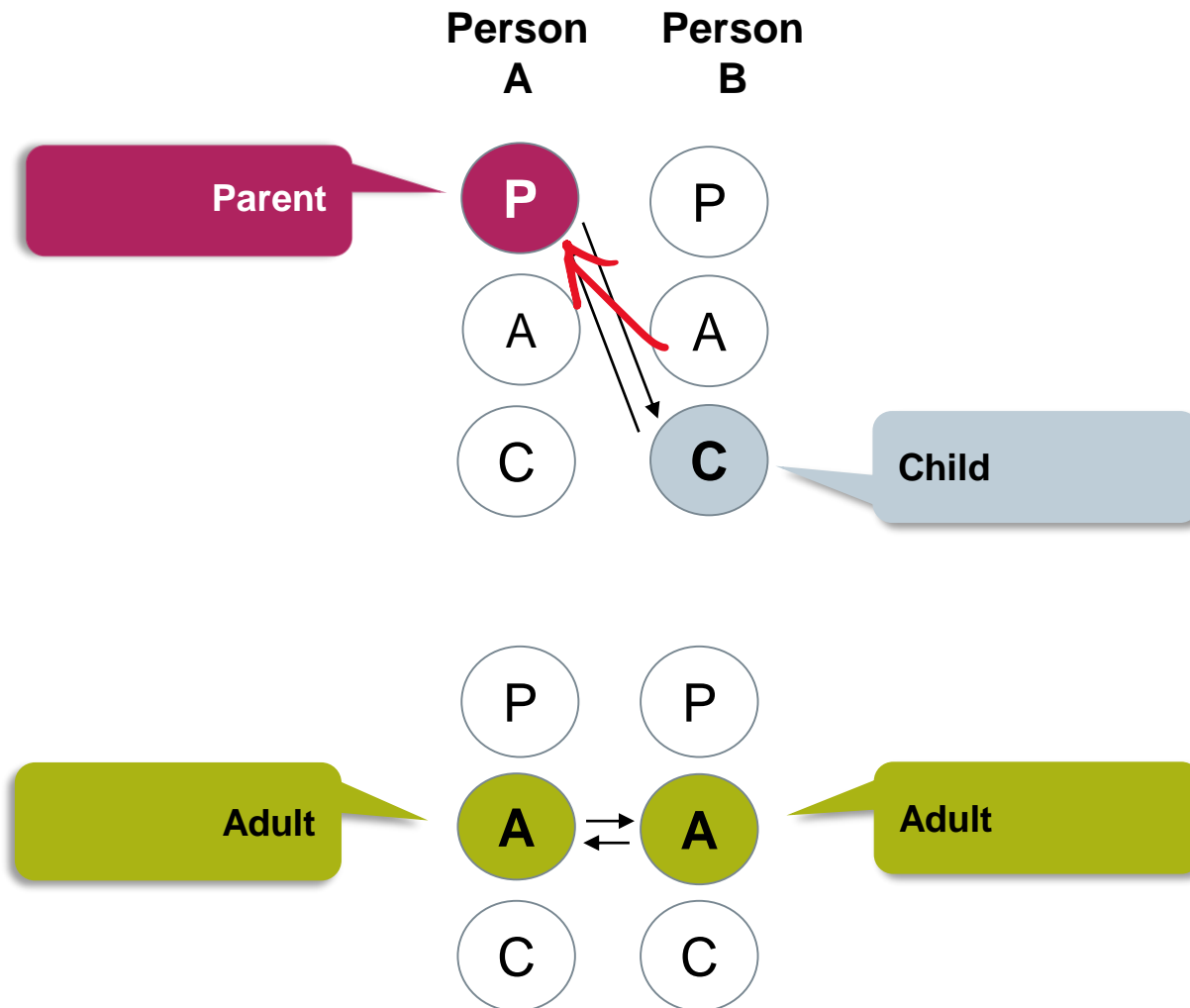


Führen auf Augenhöhe – Agile Leadership

... a little theory * ...

* based on Transactional Analysis, Eric Burne

A little theory: Transactional Analysis

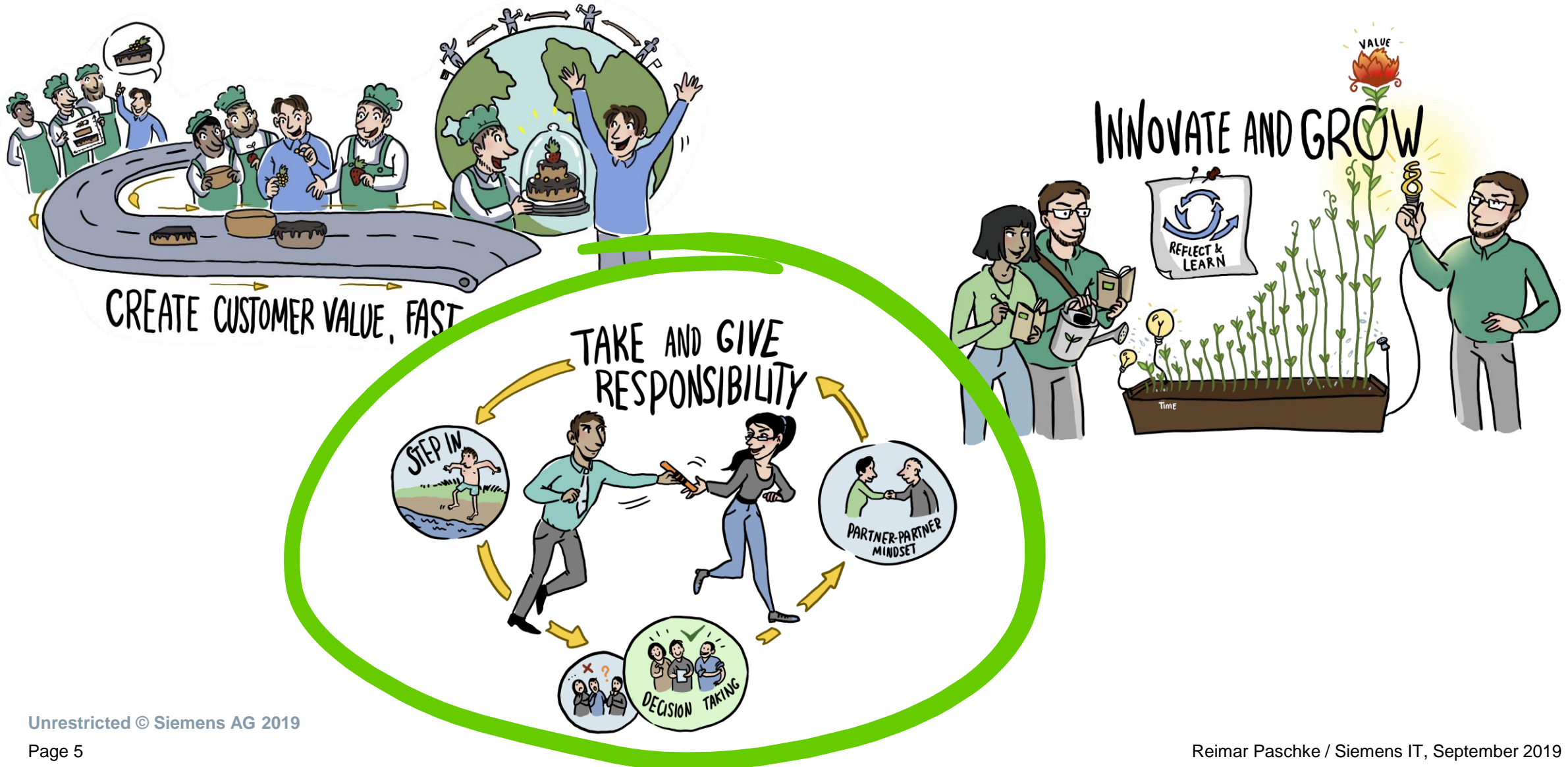


- Social transactions are depending on the **ego state** (Parent – Child – Adult) the communication partners are choosing
- Communication is "complementary" when lines are **parallel** (Person B answers from the same channel Person A had chosen) (e.g. P-C or P-P or P-A)
- Communication "**clashes**" when lines **cross**
- Goal is to meet as adults on **eye level**

... our approach as
Siemens IT

IT Transformation: 3 core principles are leading us, individually and collectively

SIEMENS
Ingenuity for life



... how do we get there?

There cannot be ownership if policies allow only to follow one certain route



Accepted mutual inter-dependence



Humble fearlessness



Ownership

Ownership is an **outcome** not an input.

Prerequisite:

- freedom of **choice**
- be allowed of having a bad result to be able to own a good one

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Over-Parenting



Learned helplessness

By adopting a prototyping approach to change
there can only be learning, no failure

