

ABI SUSTAIN:

Sustaining Agile Business Innovation

A six-month cross-company programme for leaders who have completed ABI Core. Based on the book *Agile Business Innovation* by Drs. Sari van Poelje.



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PURPOSE

The hardest part of transformation is making it last. This programme sustains the agile and innovative transformation after ABI Core. Leaders learn to cascade the work to other teams and departments. The aim is a discipline that runs on its own, and outlasts the leaders who started it.

DURATION	FORMAT	LANGUAGE	ENTRY
Six months	Cross-company, on location	English, other languages on request	After ABI Core

TARGET GROUP

Leaders and professionals who are responsible for the structure, culture and leadership of their organisation, and who were part of a transformation team in ABI Core. The programme is cross-company. Participants from different organisations learn from each other.

ULTIMATE RESULT

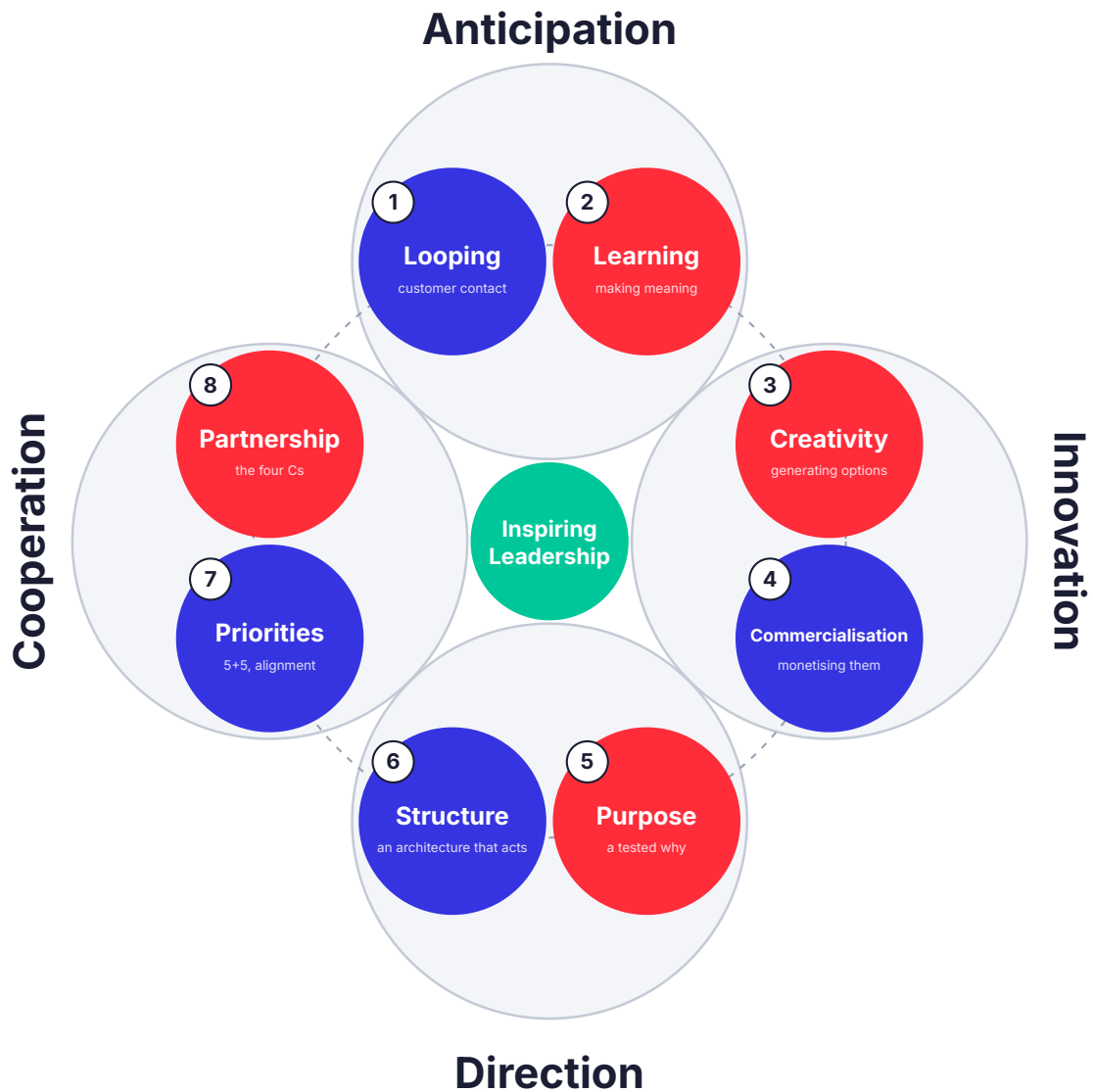
By the end of the programme:

- Your organisation will have licensed trainers who teach ABI101 in-house
- You will have learned from leaders in other companies who have already transformed their business
- You will have evaluated the transformation at four levels, and re-run the ABI Diagnostic
- Your organisation will have the artefacts that carry the discipline: a calendar, a 5+5 list reviewed every six months, an annual purpose review and a customer conversation practice

Disciplines that depend entirely on one leader's energy do not survive that leader's departure.

THE MODEL

The Agile Business Innovation model has four dimensions. Each dimension has two factors. Inspiring leadership sits at the centre and holds them together. The numbers show the order of intervention. After Partnership (8) the work returns to Looping (1). That is why it is a continuous discipline, not a one-off project.



- **Hardware** · the structural factor. Architecture, processes and discipline.
- **Software** · the relational factor. Meaning-making, sense and human work.
- **Inspiring leadership** · the integrating element at the centre.

Two engines. Anticipation and Innovation together build an **innovation culture**. Direction and Cooperation together build the **agile structure** that holds it in place. A structure without sense is bureaucracy. Sense without structure is sentiment.

THE PROGRAMME

The cross-company programme includes:

1. Licensed train-the-trainer programme
2. Speakers academy featuring international agile and innovation leaders
3. Evaluation and continuity

IN-DEPTH PROGRAMME

TRAIN-THE-TRAINER PROGRAMME

In a four-day programme, members of the transformation teams learn to teach ABI101 in their own company. They learn the model, the exercises and how to adapt them to their own context. The result is a licence to teach ABI101 in-house.

SPEAKERS ACADEMY

Six international business leaders who have already transformed their company speak about their ups and downs. They share their key learning about agility and innovation.

EVALUATION AND CONTINUITY

Twelve to eighteen months in, we ask: what changed, and what does it mean? We evaluate at four levels: output, behaviour, organisation and external results. We re-run the ABI Diagnostic to compare with the start. Then we work on continuity. Who runs the cycle next? How is the discipline handed on to the next generation of leaders? These are the last two of the twelve steps of inspiring leadership.

GROUP SUPERVISION

During each workshop we reserve half a day for supervision of the team coach partners and their client work. At three critical moments there is also mandatory group supervision.

These sessions will help you:

- Look at your own process and functioning
- Examine the functioning of the client team, and potential parallel processes
- Understand the complex system dynamics at play
- Look at how you apply the learning from the programme

PERSONAL STUDY AND FURTHER READING

An extensive reading list supports you, with the book *Agile Business Innovation* as the core text. You come to each workshop having read the recommended texts. We also recommend an individual learning log to track your progress.

PLANNING AND COSTS

The programme is given on location, with participants from several companies. It is given in English, with the possibility of organising other languages. The programme runs for six months.

REGISTRATION

Contact us through:

www.agilebusinessinnovation.com

When registering for Agile Business Innovation programmes you also commit to adhering to our ethical code and the registration conditions.



THE ABI PROGRAMMES

ABI101

Introduction · 2 days

Learn the model and make a first action plan.

ABI Core

In-company · 38 weeks

Transform your organisation through all eight factors.

ABI Sustain

Cross-company · 6 months

Make the discipline last and cascade it.

ABI Coach Academy

Licence · 6 × 2 days

Become a licensed ABI coach.

PROGRAMME DIRECTOR



Drs. Sari van Poelje

Master Executive and Team Coach · Supervisor · Agile Business Innovator

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PROFILE

Sari van Poelje is an international master executive and team coach, supervisor and expert in agile business innovation. She has 40 years of experience. She is Managing Director of Intact Academy. The academy offers EMCC level 7 accredited training to coaches and consultants in 10 countries. She was also a director in multinationals such as Shell, EMI Music, KLM and ASML for 23 years.

Sari works with multinationals, family businesses and start-ups in a wide range of industries. She coaches leadership teams to create inspiring leadership, cooperative cultures and agile innovation processes.

She is an accredited EMCC Master Coach, Master Team Coach and Master Supervisor. She holds an MSc in systemic team coaching and an MSc in supervision. She is a Teaching and Supervising Transactional Analyst (TSTA-O) and a PCM coach trainer. She has published 34 articles and 5 books on leadership, coaching and organisational change.

A variety of internationally accredited trainers, consultants and leaders can be involved in the programme.