



Authentic Leaders

Based on the Growth | Agile Mindset

LEADERSHIP	STRATEGIES
WORKSHOPS	VALUES
AGILE	TEAM COACHING

Magdalena Piekło
Agile Trainer, ICF Coach

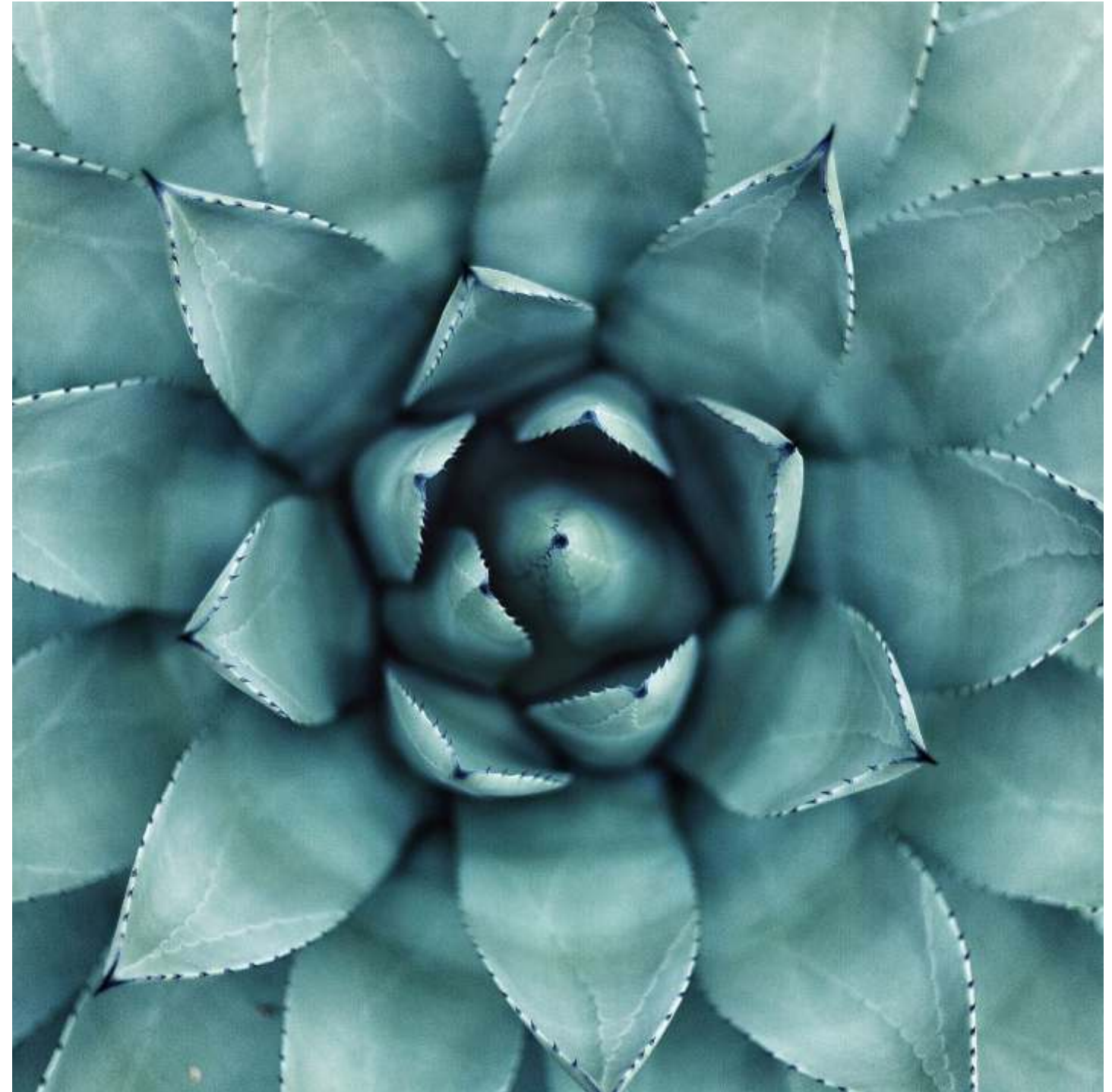
AUTHENTIC LEADERS

Based on the Growth | Agile Mindset

5 workshops for managers
workshops for team
group coaching
developing skills
Growth | Agile Mindset
building leader identity
no ready solutions
hours of knowledge sharing

Authentic Leaders is dedicated to managers who want:

to grow in authentic | Agile way
give/receive feedback in an effective way
foster engagement of the team
build trust
deal with conflict rather than avoid it
lead through a constantly changing environment
stay constructive in tough situations
understand personal and organization values and put them into practice



Authentic Leaders important areas | key words

growth mindset (Agile mindset)
empathy
being authentic leader
changing perspective
growth mindset
competition against yourself
acceptance
looking for solutions
seeing values
appreciating a different point of view
positive recognition
understanding team needs and expectations
effective leadership
accepting diversity
leadership map
action plan
leader manifesto
limiting believes
active questions
flexibility to change
fail friendly culture
continuous improvement
transparency
making positive change (...)



Authentic Leaders details

4-6 workshops for leaders
each workshop: 3-5 hours
6 - 12 participants
hours of exercises
knowledge sharing
inspiring discussions
without ready solutions
no power point

PART 1 - Self awareness (2 workshops)

define the current state and decide where you want to be
change perspective, create definition of a good leader
create action plan, define your own values, work on limiting believes
create leader manifesto, understand organization values, raise your empathy

PART 2 - Create the culture (2 workshops)

understand needs and expectation of the team, build trust
empathy, positive recognition, create safe environment,
create fail friendly environment

PART 3 - Growth Mindset | Agile Mindset (1-2 workshops)

create a team strategy based on the Agile Philosophy
understand agile mindset, support and empower the team
growth-driven mindset, flexibility to change



WORKSHOPS FOR TEAMS

TEAM BUILDING without time wasting

Process focused on feedback and follow-up to help team members to develop behaviors that promote cooperation and collaboration.

3-4h for team of 10

SOCIAL CONTRACT WORKSHOP

Creation of working agreement - the list of norms and behaviors for the team, to make team work and collaboration easier and more effective.

3-4h for team of 10

TEAM STRATEGY BASED ON AGILE

Discovering characteristics to strengthen the team and creating an action plan

3-4h for team of 10

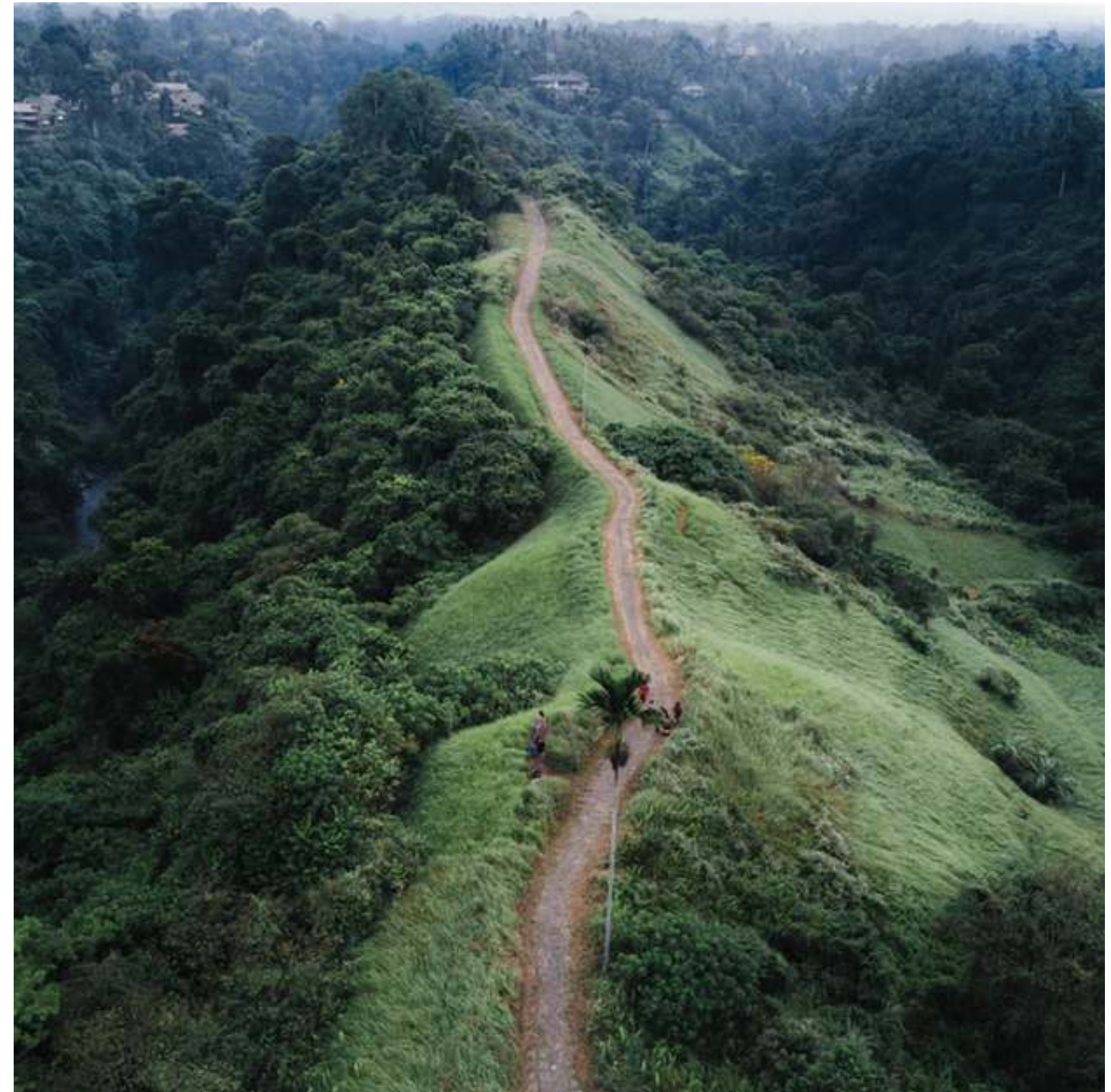
Executive coaching **A Transparent Process that guarantees** **measurable leadership growth**

MOST IMPORTANT AREAS:

values
competencies needed to be an effective leader
authentic leadership model
creation of leader manifesto
limiting believes
strategy

WORK BASED ON:

360 Global Leadership Assessment (Marshal Goldsmith certified method)



AUTHENTIC LEADERS WAS CREATED BASED ON THE AGILE MINDSET DEFINITION THAT

YOU CAN FIND BELOW:

AGILE MINDSET DEFINITION:

servant leadership
flexible to change
look at failures as a learning opportunities
knowledge sharing
growth mindset
positive attitude
good collaboration and communication level
continuous improvement
define customer expectations
define what values we are deliver
workflow is transparent
pragmatism



Change your perspective and discover new places

ALP can take place in different locations.
It can be your office and also South of France, Lisbon, Lapland
and every place you want to discover.
Please contact me to discuss travel opportunity for your leaders



REFERENCES:

"This workshop allowed me the time and space to think and verbalize my own view of leadership. I was able to begin steps towards defining my ideal leadership traits and planning actions which. I will commit to take in order to move towards that ideal. The exercises during these workshops really helped me dig deeper into my own perceptions and Magda's questions throughout were very useful. I recommend this workshop for everyone; from mature leaders to those just starting in a leadership role - I feel you will really benefit from this program.

Tom, Chief Coach

"I've had the privilege of attending a training for Agile practitioners at IBM, where Magda presented new insights to Delivery Project Executives and Service Delivery Managers. She was always resourceful, using the knowledge of many years of experience and open dialogue, with a high business acumen."

Edesio, Delivery Project Executive

"I had a pleasure to cooperate with Magdalena within the agile transformation of IBM CIC Poland. She provided great support and coaching in this area and she had well known for delivering inspiring and professional training sessions. I highly recommend her coach and trainer capabilities to everyone interested in upgrading their agile knowledge.

Katarzyna, First Line Manager

"I have participated in the 1st workshop from the Agile Leadership Program in May and I look forward for the second meeting. I enjoyed the atmosphere of openness created both by Magda and by other participants. We were all willing to learn and share our experiences. However I recommend it not only due to the atmosphere.

The topics we covered were relevant to personal development and to growth in leadership skills. It made us think, look inside ourselves, but at the same time, plan first actions. It was motivating and personally. I took a lesson learned immediately to put it into action. The trainer, Magda, was not only knowledgeable but also pleasant to work with, giving us time to discuss interesting topics, even if sometimes it led to bypassing planned activities. Her goal was to lead it in a way most suitable for the audience.

Aleksandra, People Manager

"Magda is a true leader and an amazing business professional. She and I worked very closely during the Agile Transformation. Magda was the center's lead Agile trainer. She created world class workshops and led some of the most amazing training's I have ever witnessed. Her creative and out of the box thinking kept pushing the limits and minds of our employees to grow stronger and become ever better business professionals. She has top talent and really knows how to make lasting changes! Moreover, her interpersonal and coaching skills have helped us become one of the most efficient and effective centers in the world."

Patrick, Communication Leader

REFERENCES:

I had the pleasure to participate in the leadership program by Magda which is based on the latest research, methodologies, and requirements related to the work of the modern leader.

Thanks to the Agile Leadership Program, I managed to work on many difficult topics. I've learned how to work on my own authentic management style. Magda is very open-minded, enthusiastic, has a huge coaching experience that makes her workshops motivated to further work on ourselves. Thank you Madzia it was a great journey for me, can not wait for the next session.

Małgorzata, SMO Manager

I had the opportunity to observe Magda's work as a leadership trainer and what I find valuable is that Magda is making efforts for managers to broadly cover the topic of team management, include content that matches new trends and the exercises are thought out and engaging participants. I like that Magda is trying to take care of her own development and is constantly training by drawing knowledge from many sources, which translates into the training she constructs. Magda promotes attitudes of mature leadership, reaches to the content proclaimed by the authorities in the field of leadership, sociology, psychology. As HR BP I've received many times positive feedback from my clients who was trained by Magda and her original program of leaders development. What's more Magda believes in what she's doing - and nowadays it's rare feature that's worth to value.

Justyna, HR & Project Manager

I really recommend leadership workshops organized by Magda. Real pleasure to participate and gain knowledge, skills, experience. Thanks a lot.

Marcin, Department Manager

Magdalena is one of the best Coach and Trainer I've ever met.

Her ability to open your mind is outstanding, she creates environment where anybody can speak freely, knows how to listen not only your words, but also your minds behind these words.

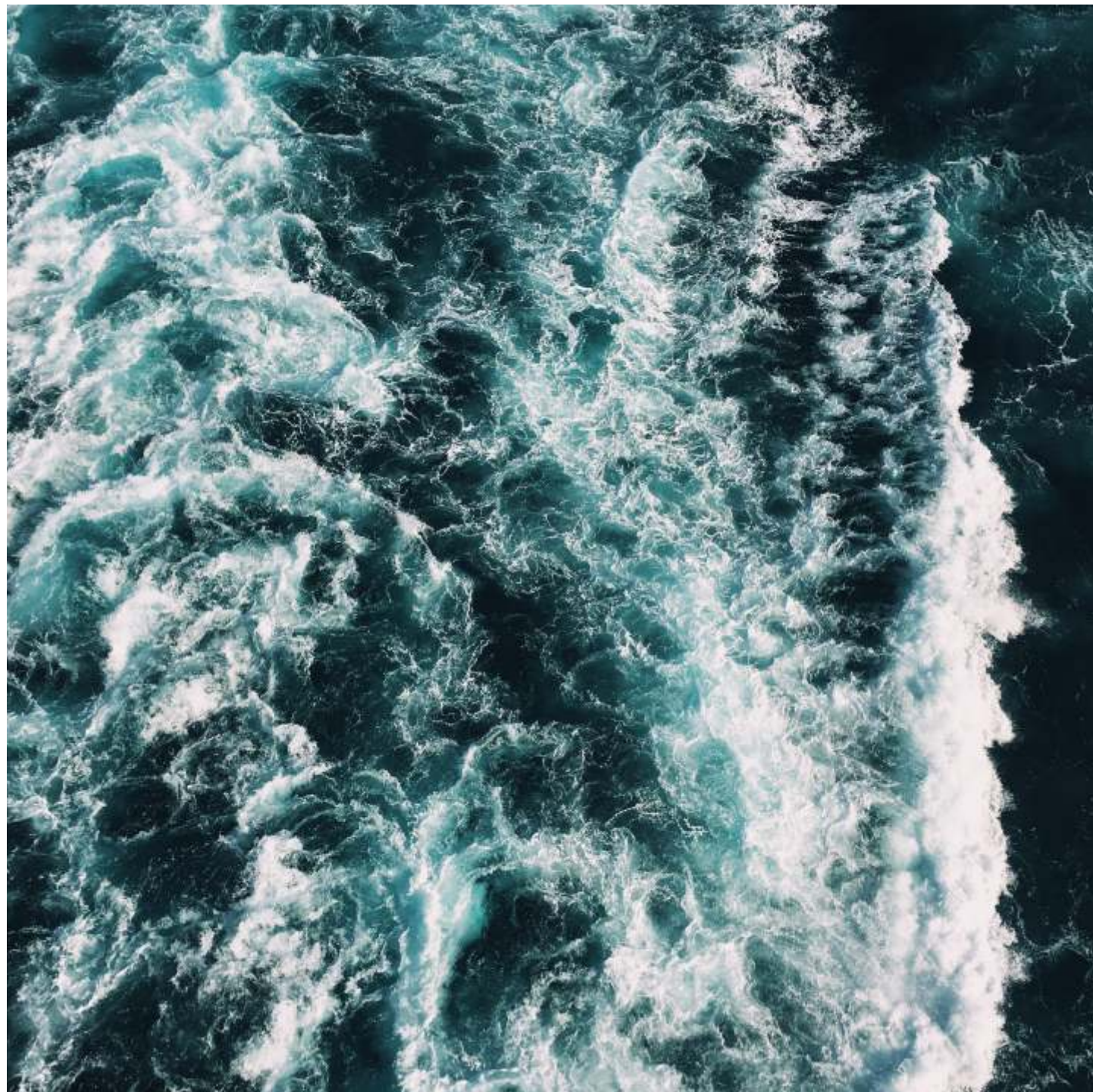
Workshops with her are not only possibility to develop your "hard" soft skills, but also great time to understand what is really important to be a real and useful Leader. These time gives also unique thing in your daily routine - energy and determination to change the World around you. And she gives you all of that in the same time!

All of that make that I can't wait for invitation for every upcoming session with Magda!

Michał, Line Manager

I had a pleasure to take part in two workshops of Agile Leadership Program led by Magdalena and I can fully recommend her as a trainer and coach. She adjusted topics covered during the sessions to level of participants, gave a lot of space for discussion and experience sharing what was very valuable and helped to achieve goals of both workshops: development of leadership skills. Enthusiasm, open mind and wide coaching experience made her lead great workshops. I am looking forward for third session.

Tomasz, Service Manager



COACH BIO

Magdalena Piekło

Lead Agile Trainer, IBM Agile Transformation
Certified ICF Coach ACC (International Coaching Federation)
Marshall Goldsmith Certified Executive Coach - Global Leader Assessment
PM Agile Fundamentals
Certification Point of You® certified coach
8 years at IBM: [resource manager, incident manager, SDM for France,
social fund diversity - CSR leader, lead agile trainer]
15 years of trainer experience
hundreds of coaching and training hours
hundreds of people trained and coached according to the Agile philosophy

interests:

1-1 executive coaching | 1-1 sport coaching | group, team coaching
Agile trainings | walking by the sea shore | listening to music
visiting France and Portugal | playing with my kids

I like working as a coach/trainer because:

I can see how people grow, achieve their goal and realize their dreams
I will never stop learning, I can learn from the others
I can fail a lot so I have opportunities to learn
My job is to ask questions
I can discover other points of view
My engagement forces the effects of my job

WORKED WITH:

IBM, Volkswagen, Clinique Hospital, Hewlett-Packard, Fantasy Expo, Tama, CO12
Coworking Office

An aerial photograph of a dense forest, likely a coniferous one, with a dirt road winding through it. The trees are mostly green, with some bare, greyish branches visible. The lighting is bright, creating high contrast between the green foliage and the dark shadows of the forest floor.

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