triangility

Learning Journey

DATA DRIVEN LEADERSHIP

The leadership training for digital leaders in the Data Driven Economy.

🕐 3 Days over 6 Weeks   💻 Delivery: Classroom / Online ||||| Product Code: DDL

✓ CEO & Directors   ✓ Business Manager   ✓ Technologists & Digital Experts   ✓ Change & Tranformation Agents   ✓ OD Experts

DESCRIPTION

The new data-driven services and digital business models that increasingly dominate todays' market pose major challenges for traditional enterprises. To not barely survive but thrive in times of technological disruption, executives need to develop a practical understanding of how Big Data, analytics, and artificial intelligence work, and especially how to increasingly incorporate them into organizational processes and decision making.

Besides understanding the nature of data and digital business, the era of technology also demands new approaches to business strategy, culture, and people management as vital parts for ensuring effective data usage.

In a recent MIT-Sloan study (2019), only 9% of respondents felt their organization already had leaders with digital leadership competencies. As little as 12% of respondents said that their leaders have the necessary data-driven mindset for leadership.

These results show: Developing isolated technological know-how is not enough to help businesses succeed in the Digital Age. Leaders must also learn how to build human-centred digital communities to empower people to work with data.

Our Digital Leadership Learning Journey integrates both, technology and humanity, into a holistic approach for digital transformation leadership:

By helping leaders apply data insights, analytics, and algorithms in combination with human-centric leadership principles in their daily practice, they will be able to create a data-driven culture powered by artificial intelligence, as well as creative and collective human intelligence. This will allow the business to succeed through the power of synergy, brought to life with Digital Leadership.

- You will gain in-depth knowledge around data, analytics, algorithms, artificial intelligence, machine learning, and the Internet of Things.

- You will understand how you have to transform your way of thinking as a leader in order to effectively harness data for digital business.

- You will develop concrete strategies and practical roadmaps how to turn the data you have at hand into new services, opportunities for expansion or diversification, or even entirely new business models.

DOMAINS & OBJECTIVES

INCREASING DATA COMPETENCE

Digital business can no longer rely solely on the expertise of IT and data specialists. Executives also need a minimum level of data literacy to ensure business success in the Digital Age:

- Learn the ABCs of data science and the fundamentals of new technologies (AI, Big Data, Cloud, IoT & Machine Learning).
- Leverage various forms of analytics by developing a 'data mindset' to implement data-driven decision-making processes in the organization
- Become a role model for how digital capability building can succeed at a personal and organizational level

DEVELOPING EFFECTIVE TECHNOLOGY INFRASTRUCTURE

Learn to translate insights from data science into business language to develop structures and processes for a digital business:

- Analyse where you are today and what you we need to transform into a digital business
- Develop an integrated data strategy with specific action steps for implementing digital transformation leadership into your organization

- Implement a new technology infrastructure with roles and processes that will allow you to effectively leverage Big Data
- Learn to increase the flexibility and adaptability of your teams and organization by working with emerging technologies, agile collaboration methods, and co-creative processes

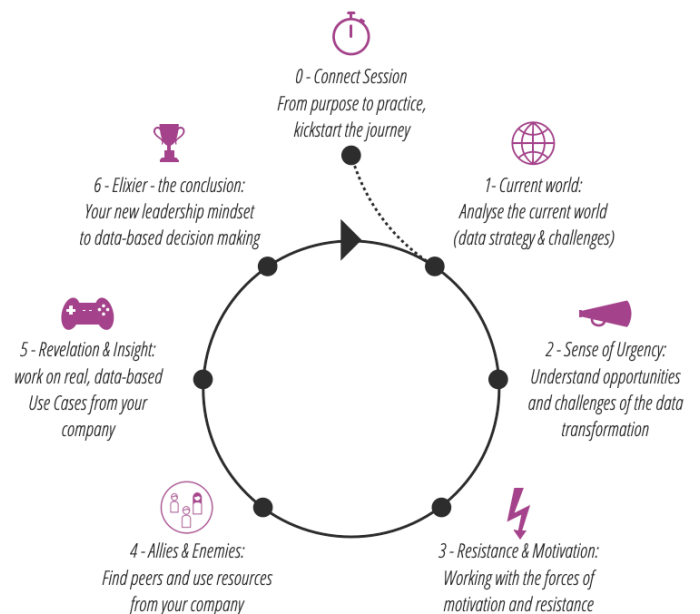**IMPLEMENTING DIGITAL TRANSFORMATION LEADERSHIP**

Implement digital leadership principles in your organization to foster synergy between people and machines:

- Recognize the different potentials of people and new technologies, and learn to integrate them effectively in different situations and contexts
- Develop a data-driven culture based on cross-functional collaboration to enable unforeseen opportunities
- Learn how to apply digital transformation leadership to reduce complexity, enhance psychological safety, develop holistic perspectives through systems thinking, and foster meaning for your employees

METHODS & PHILOSOPHY

The Digital Leadership Learning Journey consists of three integrated elements: Classroom training, social peer-to-peer learning, and on-demand Learning. In 7 modules (4 hours each), our experienced trainers provide valuable insights and practical know-how around digital business and technology leadership, which are further developed in self-organized learning groups. The active application of the content in the daily work context is crucial to not only deepen the new knowledge, but to catalyze transformation on an organizational level. To make this possible, we provide participants with a wide range of exercises, frameworks, guidelines, tools, and ongoing trainer support to ensure both, an exceptional learning experience as well as successful business results.

In addition to this standardized framework, we also develop customized learning journeys for companies that enable leaders to become in-house consultants with the ability to develop innovative approaches to digital business challenges through new ways of thinking and collaborating in a work context.

0 - Connect Session
From purpose to practice,
kickstart the journey

1- Current world:
Analyse the current world
(data strategy & challenges)

2 - Sense of Urgency:
Understand opportunities
and challenges of the data
transformation

3 - Resistance & Motivation:
Working with the forces of
motivation and resistance

4 - Allies & Enemies:
Find peers and use resources
from your company

5 - Revelation & Insight:
work on real, data-based
Use Cases from your
company

6 - Elixier - the conclusion:
Your new leadership mindset
to data-based decision making

CONTENT & FLOW

Module 1: Connect - Kick-off the Learning Journey

In this brief session, leaders are getting connected and familiar with the purpose, goals, logistics of the learning journey and collectively define the ground-rules for their collaboration.

Module 2: The Strategic Role of Data

We start by deconstructing the global and digital developments of our time and how they impact you as a leader and your organization - today and in the future:

- What is data-driven leadership and why do we need it?
- How well prepared are you as a company and as a leader for the changes and challenges of the digital age?
- What are the key digital trends of our time, what strategies are the best technology companies using, and how can you transfer?
- What other megatrends are impacting businesses in the 21st century - and which are most relevant to your business?
- How do you make effective decisions in a volatile, uncertain, complex and ambiguous economic environment?
- How do you create data value - how do processes, products and service become more data-driven and value-oriented?

Challenge:
Define the impact that digital and global megatrends have on you as a leader as well as on your company and derive initial ideas on how you can future-proof yourself and your company.

Module 3: Understand the capabilities and establish useful methods and practices

To work effectively with data analytics and insights, we need to develop a fundamental understanding of the function and value of data:

- Why are data and analytics of such great value to organizations?
- What are the characteristics of Big Data and how can they best use it to solve complex business problems?
- What is the CRISP model and how can it guide yours on the path to becoming a data-driven enterprise?
- How do you develop business hypotheses that can be tested and solved through data analytics?
- What does it mean to make data-driven decisions - what does it take from whom?
- What are the methods for data analysis - and which is helpful when?
- How can you test and validate data using modeling?
- What are the roles and responsibilities of executives and IT professionals in AI-enabled projects?
- How do they communicate effectively with data scientists?
- How do you properly evaluate and measure the results of a data analysis - and what steps are needed to implement the new insights?
- How can Agile, Design and Lean Thinking improve your work with data?
- How do you translate data insights into a business context to derive concrete action steps for yourself and your teams?

Challenge:
Apply the 5 steps of the CRISP Model to your current business to analyze how you can strategically integrate different forms of data and technology to enhance organizational operations.

Module 4: Bringing leadership and data-driven decision making together

In addition to building data literacy, leaders must also learn new leadership principles, competencies, and practices to help their teams understand and work with data and new technology:

- How can you provide meaning and direction for employees during your digital business transformation?
- How do you integrate established and new leadership approaches to create synergy between old and new ways of thinking and behaving?
- What is a 'data-driven mindset' - and how do you develop it?
- What are the unique potentials of people and technology - and how can you combine the two profitably?
- What does Data Driven Leadership mean for you and what steps do you want to take?
- How do you prevent cognitive bias and instead develop an objective and holistic view of your projects, your company and the business environment in order to make decisions with clarity and foresight?
- How do you think about data in general, and how do you manage your thoughts and emotions around specific data projects or analyses - especially when the results don't align with your original expectations or desires?
- How do you cultivate "Diversity of Thought" in yourself, as well as in your teams and the company as a whole, to foster (technological) innovation?
- What is "systems thinking," why is it an essential leadership skill in the digital age, and how can you harness its power?
- How do you make adaptability one of your core personal and organizational competencies to change direction quickly, flexibly and almost effortlessly when needed?

Challenge:
Based on your new knowledge around data and digital leadership, identify what you need to a) remove, b) change, or c) add to become a digital business. Explore how you can use digital transformation leadership principles and practices to effectively respond to change resistance within the organizational culture.

Module 5: Anchor competencies, principles and methods

- Having developed a theoretical understanding of data and its use in business, we will now explore how to practically harness its potential in everyday business:
- What processes and skills do you use to arrive at data-driven decisions ?
- How can modern leadership principles be combined with data-driven decisions to create Data Driven Leadership ?
- Which methods can you use to make money with data in a very concrete way, and when should you use which monetization strategy ?

CONTENT & FLOW

- How do you manage projects in a data-driven and risk-minimized way right from the start, and how does this enable multi-project management control ?
- What are the 5 principles of Digital Ethics, and why are they so important for future business success?
- What are the principles of Artificial Intelligence - how does learning take place ?
- How do you distinguish between correlation and causation - and why is this important for your decision making ?
- What are the unique capabilities of humans compared to machines? How can we integrate the multiple potentials of algorithms and so-called "androrithms" to create synergy?
- What can you do to develop your human potential and use it as a unique selling point in a world dominated by machines? In which areas will humanity be most relevant in the future?

Challenge:
Using the Data Storytelling Canvas, explore how you could communicate data insights or strategies to a selected audience to foster their commitment towards digital business transformation.

Module 6: Strengthen your future-proofing: people-oriented and data-driven leadership

Finally, we will develop action items on how to take your new data know-how further into your organization:

- What is the Dialogic Process and how can it help you have deeper and more valuable conversations about data, technology and business decisions?
- How can you use "Digital Storytelling" to communicate data projects and results to different stakeholders in a simpler and more engaging way?
- What are the 4 digital mindsets, how do you cultivate them on your own and in your teams, and why are they relevant to improving data-driven decision making?
- What do you need to do differently, what should you refrain from doing, and what can be done better on a personal and organizational level to leverage data and new technologies? What actions can you take in the next 72 hours to kick-start your digital transformation?
- How can you drive positive change in your business and in society as a whole by using technology and data "for good."

Challenge:
Practice taking an ethical perspective on your work with. data: What are the moral implications of developing and using new technologies, such as artificial intelligence?

**"...perfectly organized and facilitated workshops - really impressive to see what is possible.
Highly recommended to everyone!"**
Bernhard Brehm (Cisco Systems)

ABOUT US

triangility is a vibrant community of Learning Designers and Leadership Experts from diverse disciplines who join their forces to pursue on one common goal: To empower positive transformation in people and organizations through the principles, competencies, and practices of New Leadership.

We believe that the world needs more than just great management. It needs human-centered innovation. Diversity and liberated workplaces. More dialogue than discussion. Digital and technological savviness. Responsibility beyond profits. Systems thinking and agility. Culture consciousness.
The creativity of all.

CONTACT

www.linkedin.com/company/triangility

welcome@triangility.com