

Context

Managing an organisation has complex challenges, including finding balance between meeting short-term and long-term goals, managing diverse departments and the crucial importance of effective leadership. Obeya, which is Japanese for 'big room', is a powerful method that helps organisations visualise and effectively implement their strategies.

A holistic approach is essential for success. Discover how performance management with obeya not only drives results, but also fosters a culture of continuous improvement and collaboration. Obeya helps team members gain insight into data, understand goals and collaborate more effectively.

Our approach

During this training, you will learn how to format and implement an Obeya-change story to improve collaboration, clarify goals and speed up decision-making.

- This course consists of 5 training days and a return day.
- The course offers a mix of theoretical underpinnings and practical exercises.
- We work concretely on the challenges and needs of the participants and always apply the theory to their own projects.
- The training offers the opportunity to exchange experiences with other participants.
- The learning experience is supported and enhanced by the use of an online learning platform.
- A training certificate can be provided.

Target group

Whether you are a seasoned professional or just starting your journey, our Obeya Essentials training is suitable for anyone who wants to understand and apply Obeya principles or integrate Obeya into their workplace.

If you want to make the decision-making of your organisation and/or team more inclusive, autonomous and sustainable, then the Essentials course is for you.

The master module is aimed at executives, team leaders, change managers and other professionals involved in implementing performance management systems within their organisation, with a specific focus on using the Obeya method. Are you a change coach or leader of an obeya yourself? As a leader, do you want more insight on how to implement these principles and lead your team to success? Then this master course is right for you. The master programme can only be followed if the essentials programme has already been completed or if sufficient experience can be demonstrated.

What can you expect ?

After completing this training participants will:

- Have an understanding of the principles of the Obeya method and how it can be applied within performance management. (essentials module)
- Understand the role change management plays in the successful implementation of Obeya in an organisation.
- Be able to demonstrate effective leadership during the transition to an Obeya-based performance management system.
- Have developed competencies to identify and overcome resistance to change.
- Be able to formulate strategies for promoting a culture of continuous improvement within their teams and organisation.

Programme Essentials

Day 1:

- Introduction to participants and cases
- Introduction: what is Obeya
- Obeya Mindset game
- Effective Teamwork (Fry) in Obeya
- The fundamentals of Obeya

Day 2:

- The Obeya Room (obv a KPI workshop)
 - SQDCIS
 - PDCA
 - Voice of the Customer
- The different roles in Obeya
- The routine of meetings and standard agenda
- Exercise with cases: Applying Obeya fundamentals

Day 3:

- The importance of Visual Management & lean techniques
- Portfolio Management + implementing Obeya
- Working digitally with iObeya
- Facilitation and decision-making in Obeya
- Intervention on cases

Target group

Day 4:

- Review of first 3 days essentials and pitch cases
- The organisation of the future
- Maturity scan of your organisation and obeya
- Change management

Day 5:

- Leadership in obeya
- What is my leadership style (self-assessment)
- Dealing with resistance (obv concrete use cases)
- Trust and psychological safety
- Inspiring leadership and storytelling
- Coaching and mentoring

Day 6:

- Continuous improvement: How to use Obeya as a trigger in the improvement process and how to translate these triggers into actions.
- Presentation of cases and intervention
- Securing the obeya principles

testimonials

"After an introductory game to immerse everyone in the Obeya mindset and the working groups setting the right KPIs, we were ready to really get started. Obeya has since been rolled out at various levels across almost the entire organisation and we clearly see the added value."

"The approach Stanwick developed for implementing Performance Management is practical, powerful, realistic and very respectful of what lives on the shop floor. Collaboration, between teams and people, during and after implementation are central and secure sustainable practices that drive continuous improvement!"