# Performance Management with Obeya - **Essentials**

**stanwick academy**

**Introduce and incorporate results-driven work and autonomy into your organisation.**

## 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.

## Target group

Whether you are a seasoned professional or just starting your journey, our Obeya Essentials training course is suitable for anyone who wants to understand and apply Obeya principles or integrate Obeya into their workplace.
If you want to make your organisation and/or team's decision-making more inclusive, autonomous and sustainable, then this course is for you.

## Our approach

- This course consists of 3 training days.
- The course offers a mix of theoretical underpinning 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.

## What can you expect?

During this course, you will learn how to set up and use an Obeya space to improve collaboration, clarify goals and accelerate decision-making.

- Understanding the core principles of Obeya and the benefits for your organisation.
- Practical exercises in creating and using an Obeya space.
- Tools for integrating Obeya into your daily work processes.
- Personal skills for facilitating an obeya meeting and strengthening autonomy
- Exchange of experiences with colleagues from different disciplines.

## Programme

**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
- Intervision on cases

**If you not only want to learn about Obeya but also skills to implement it, also follow the master follow-up module**

### ❙❙ testimonials

"In an interactive and playful way, you learn very clearly the fundamentals of Obeya"
"Strong interaction with own examples from the group."
"Very interesting training as a capstone to get started with Obeya."

"I am very glad I took the course because it really adds value to my ongoing projects."
"Theory becomes very practical by working with real projects."