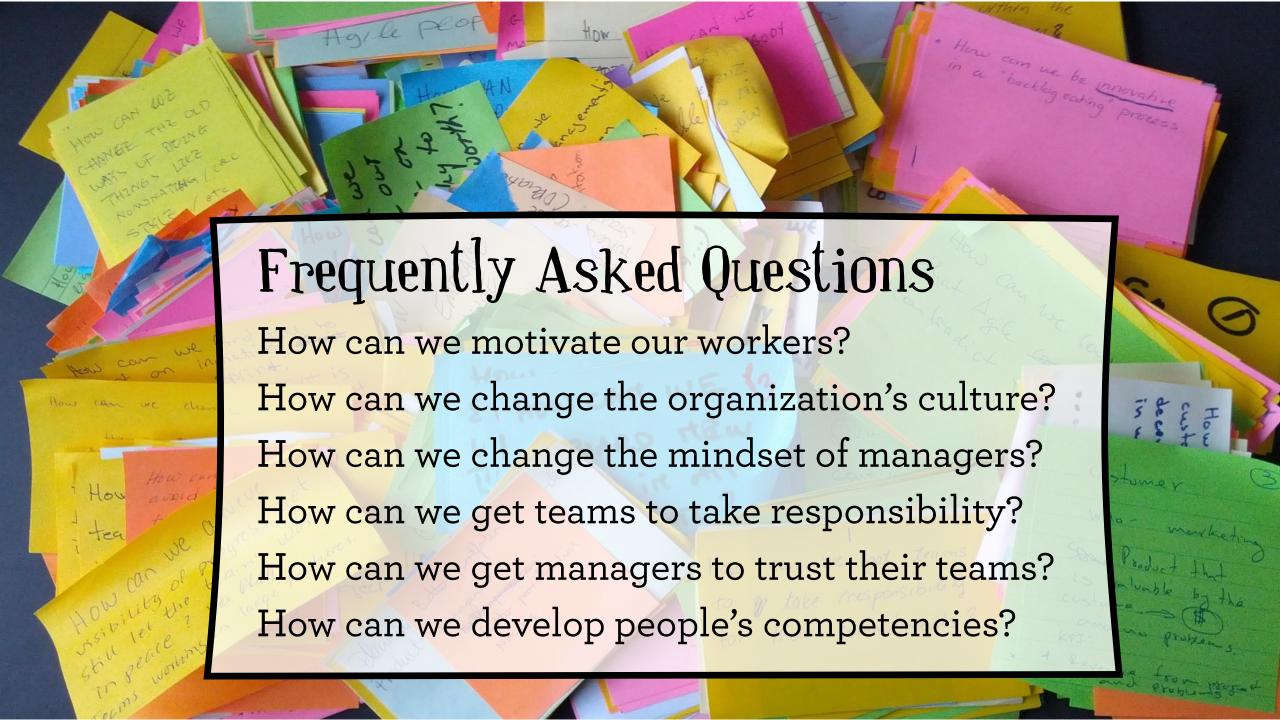
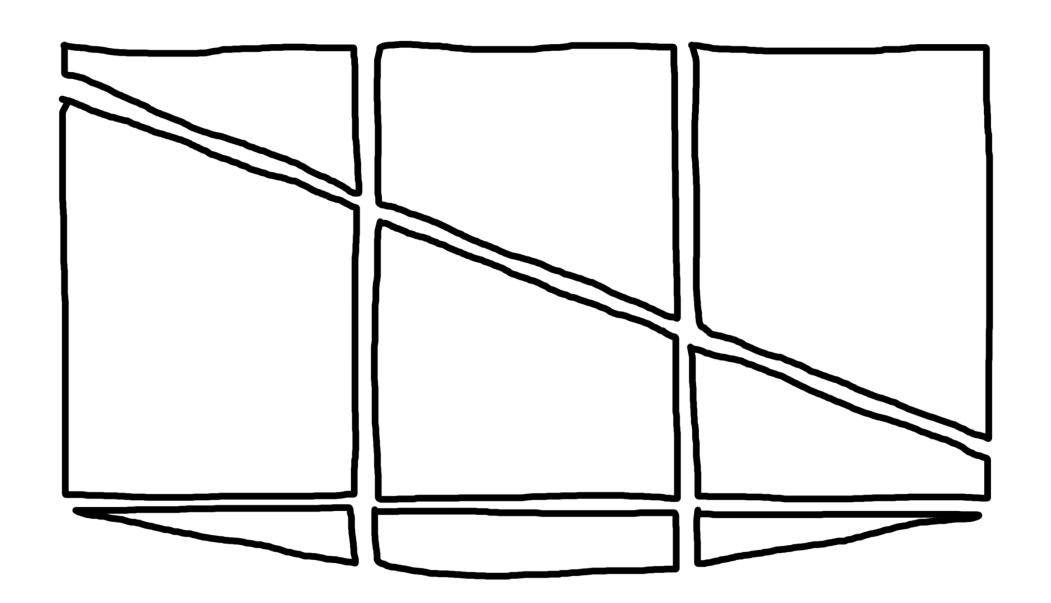


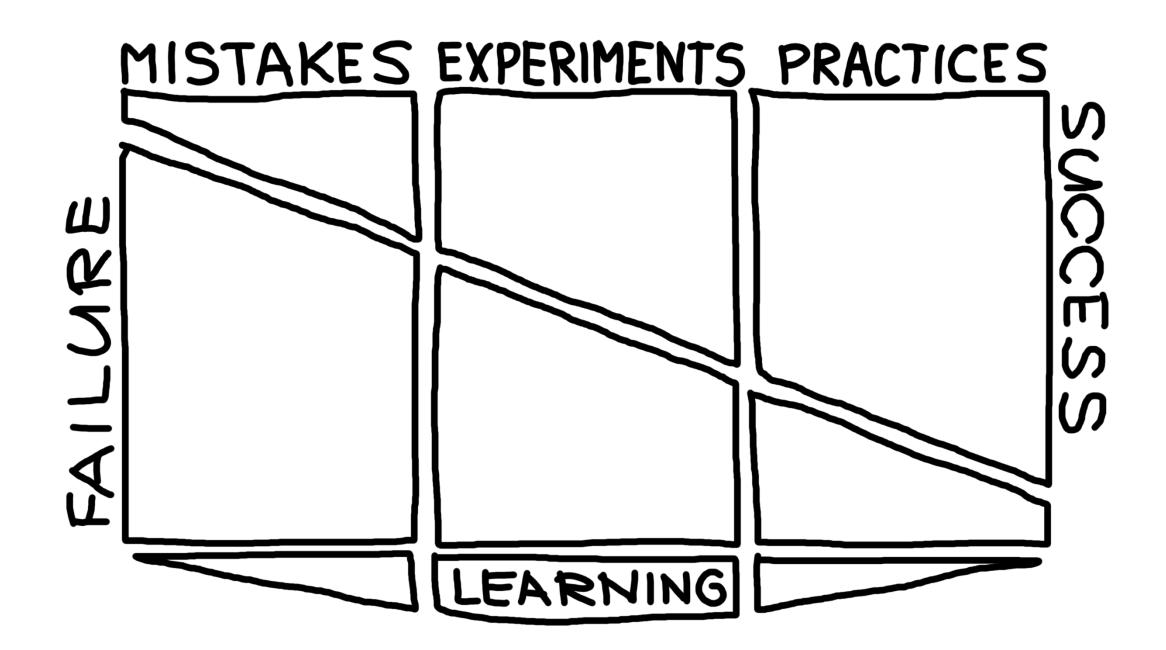
## JURGEN APPELO Manage Yourself!

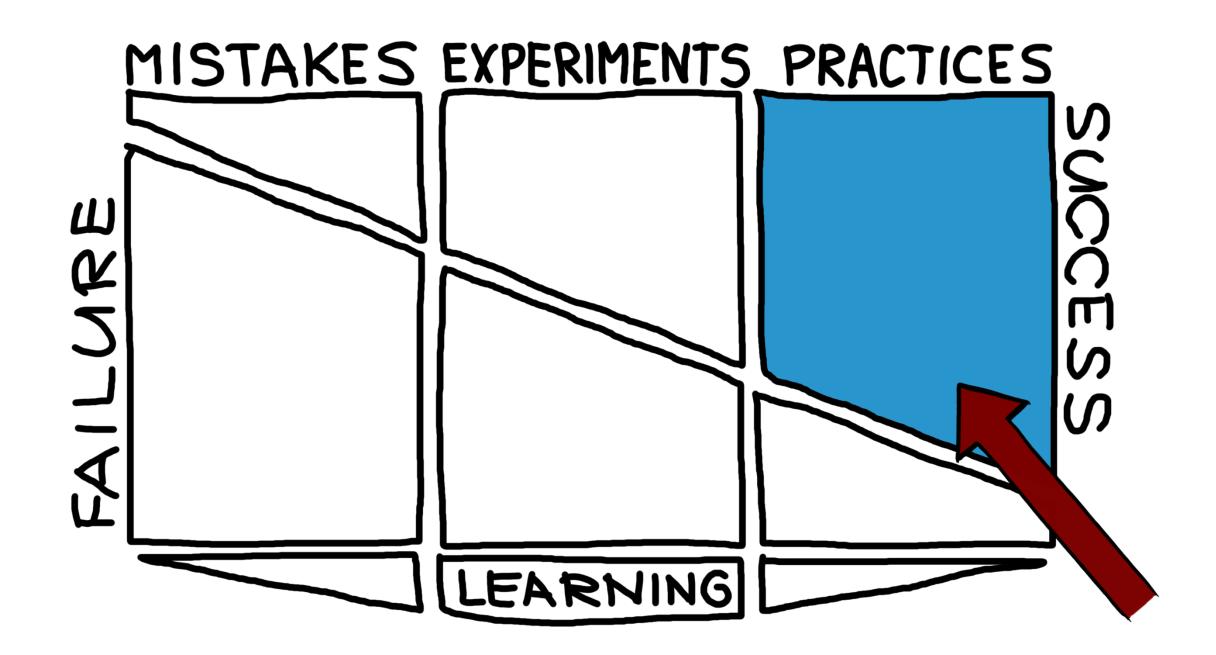


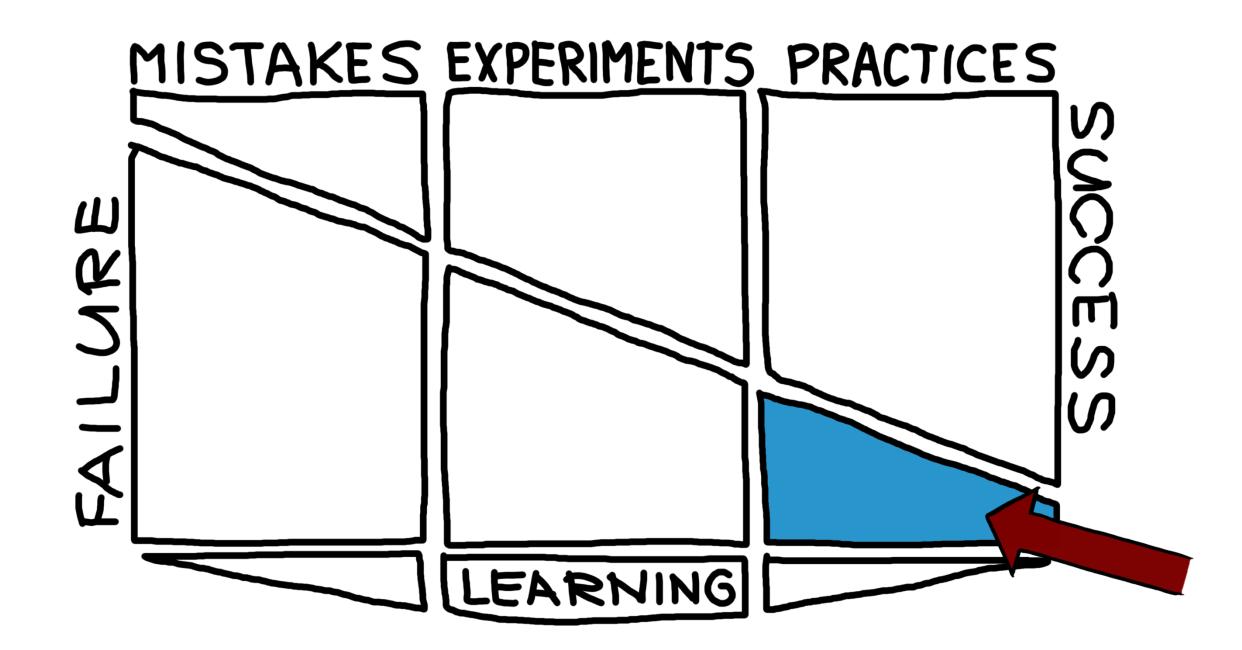


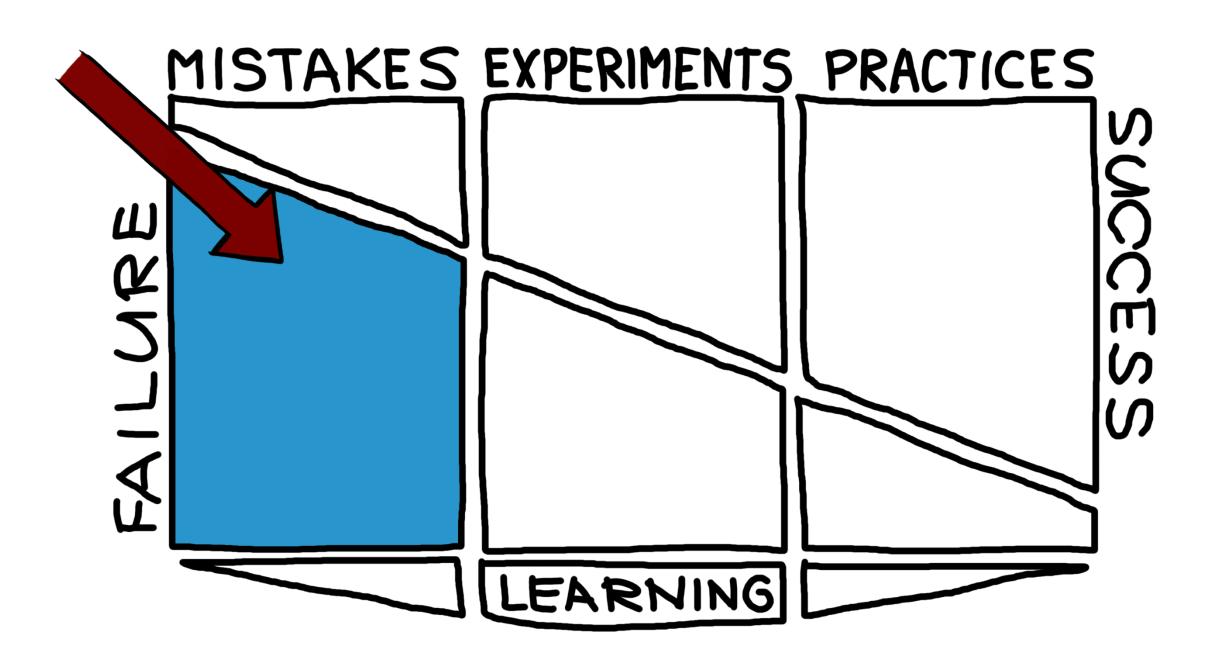


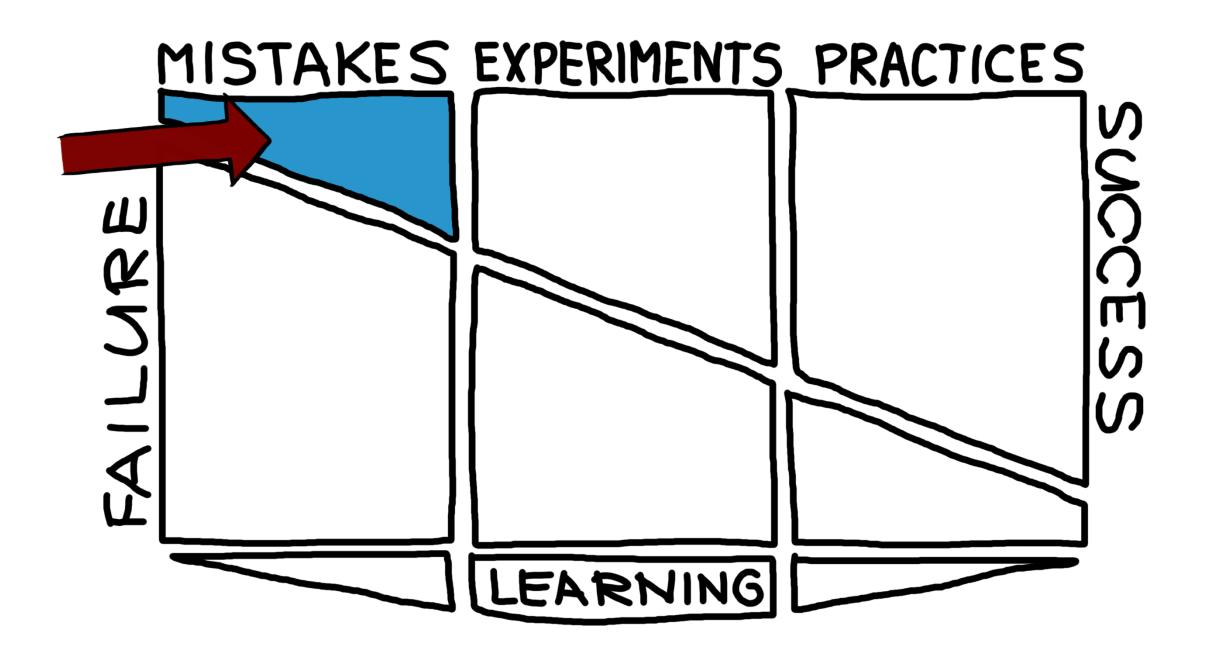


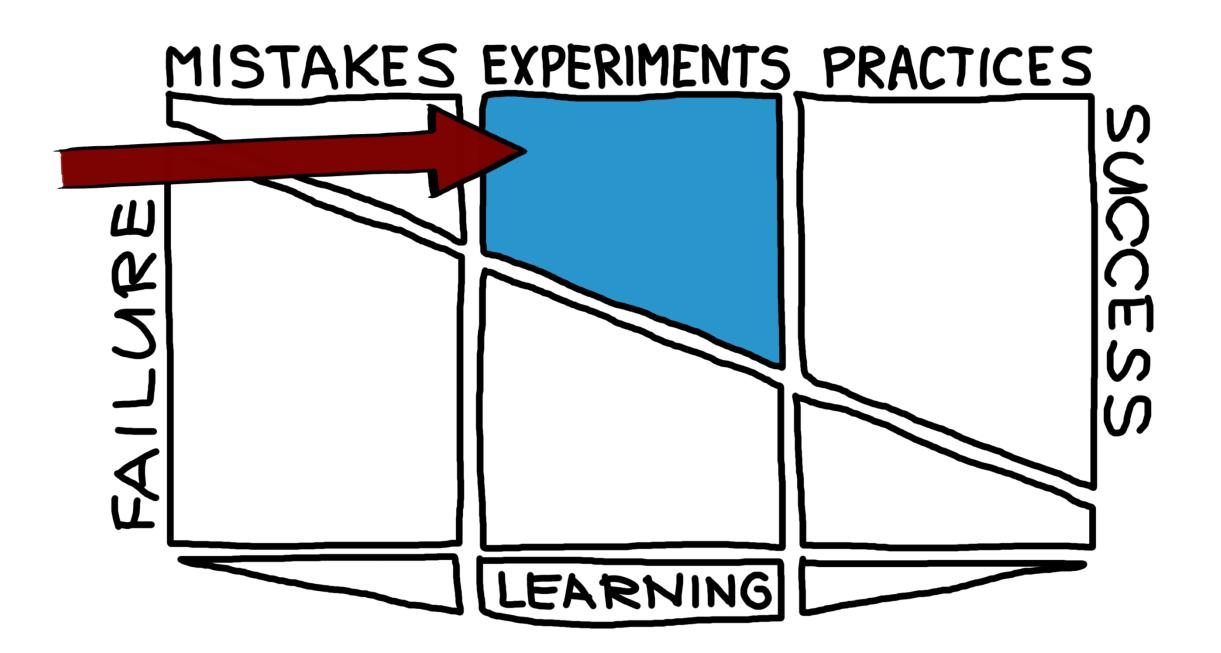


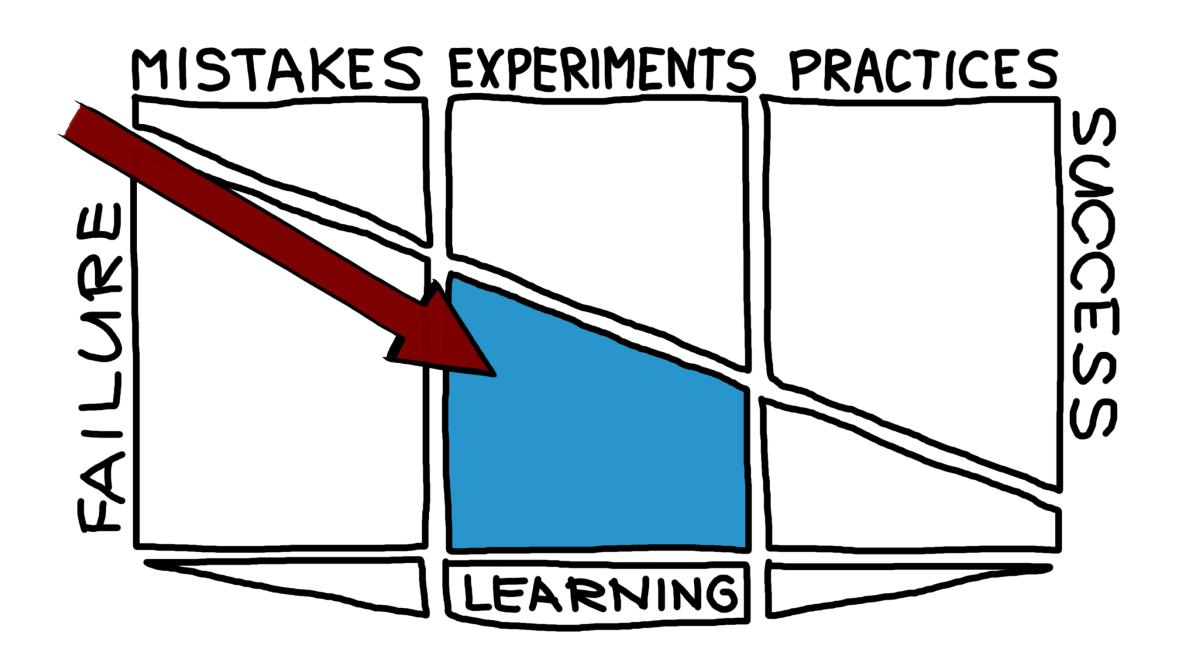


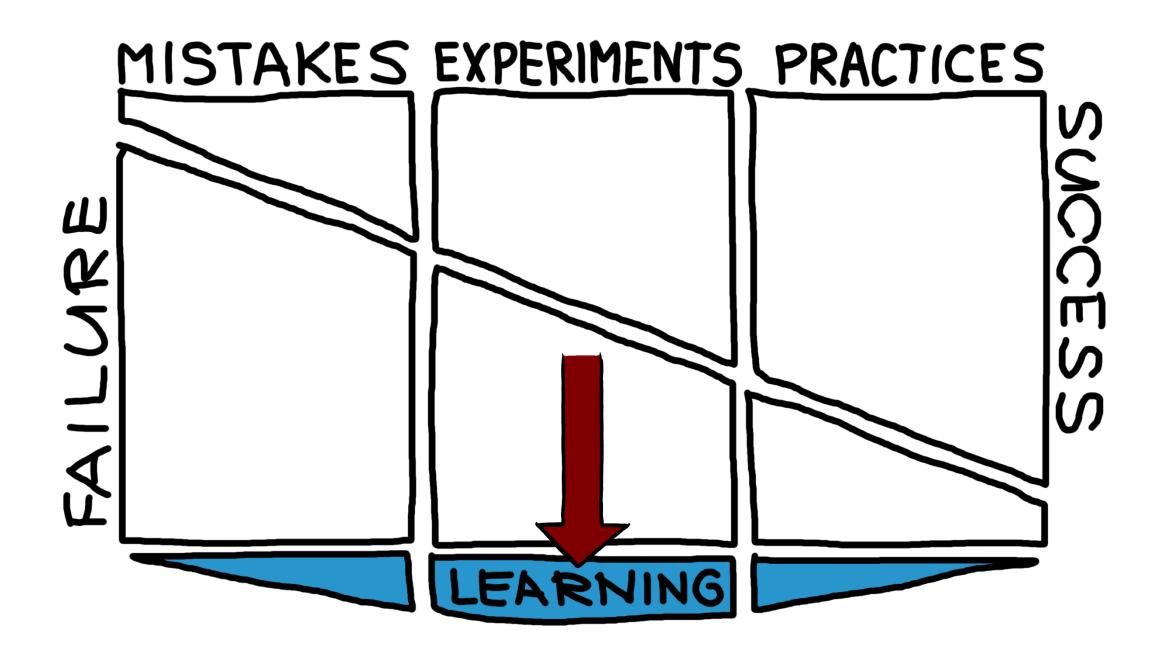


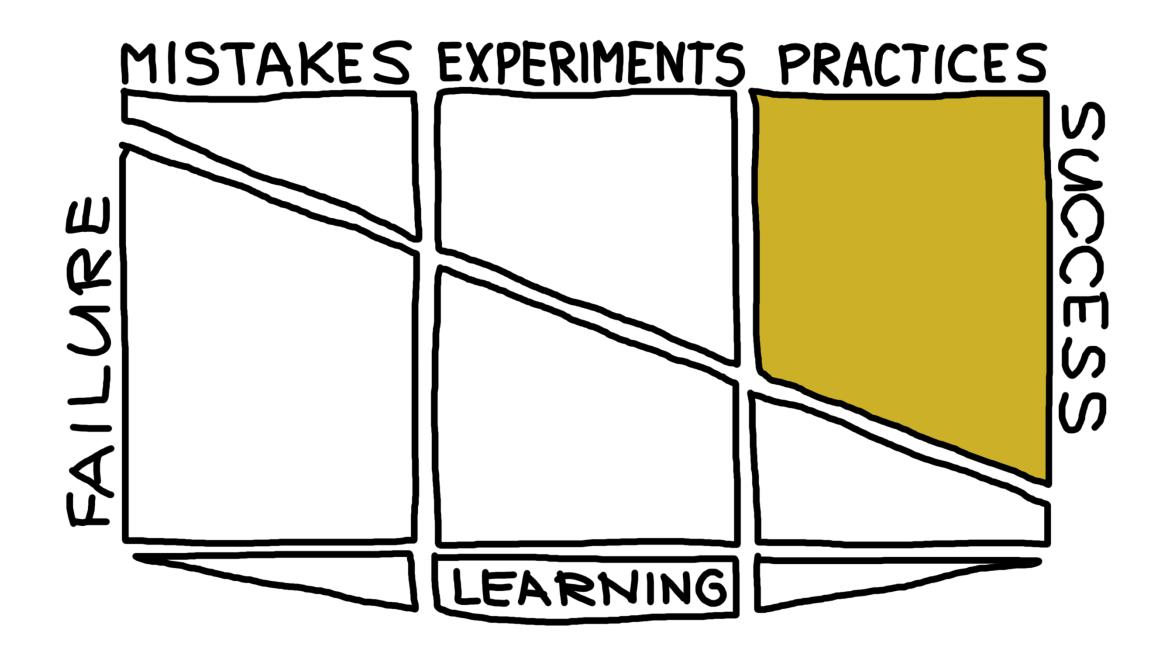


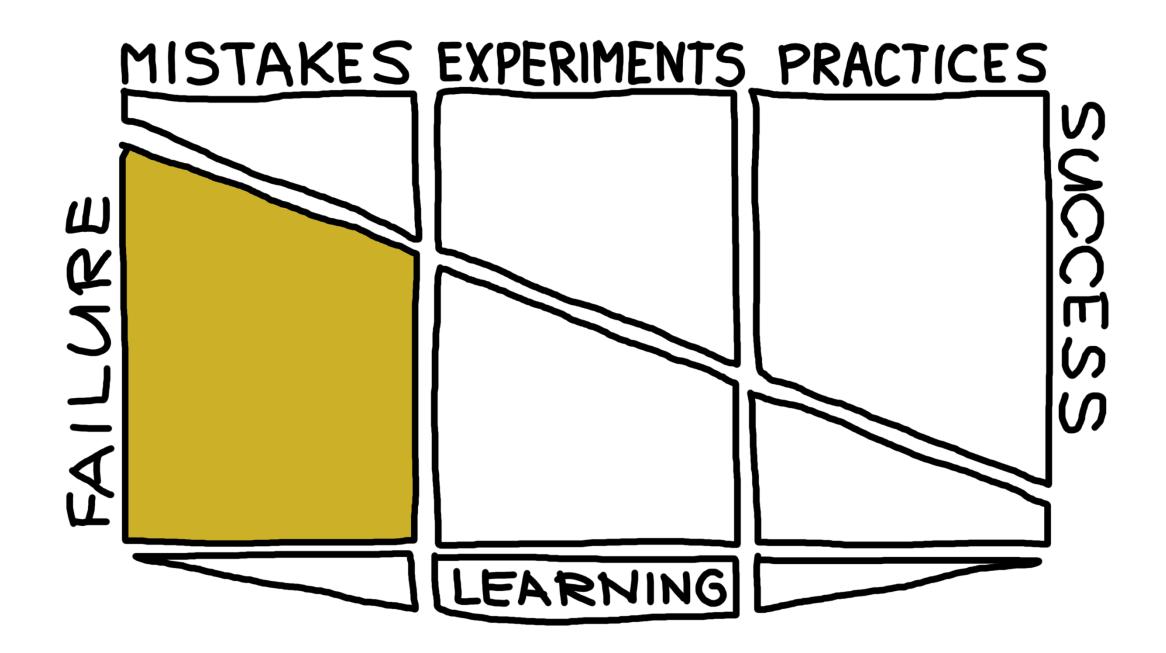


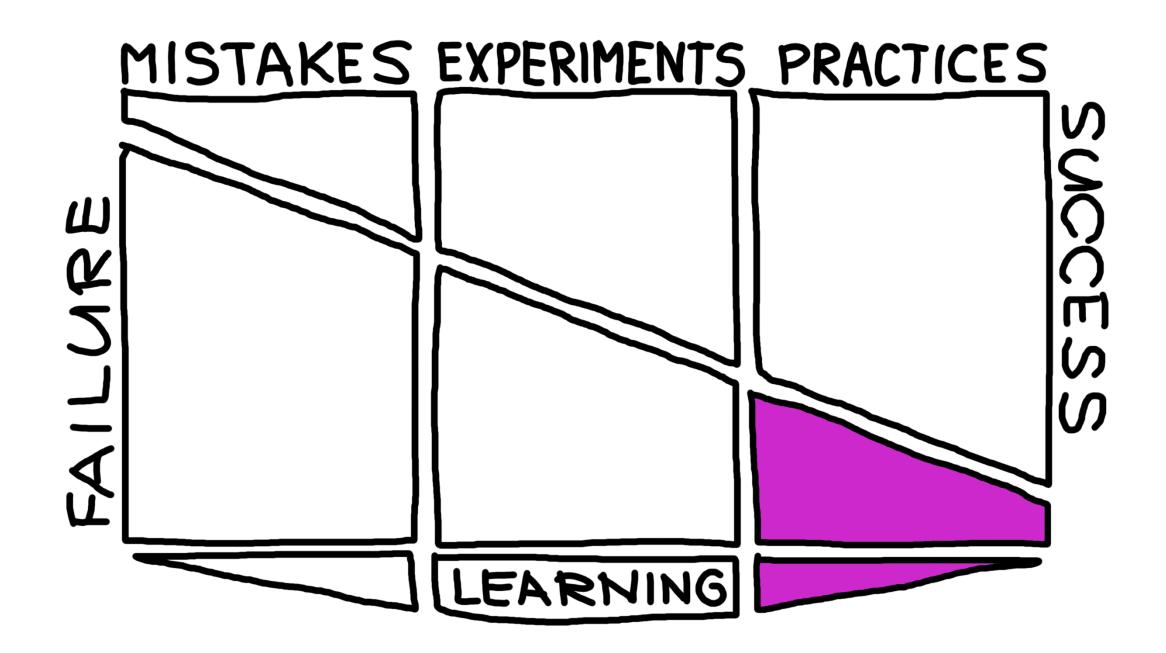


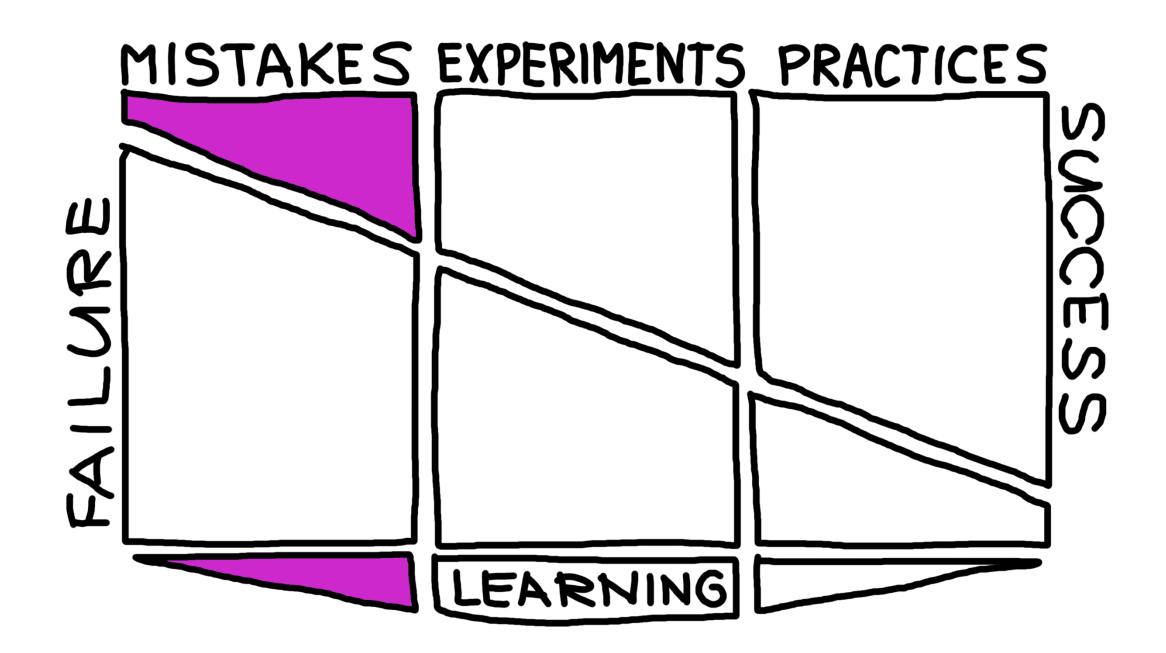


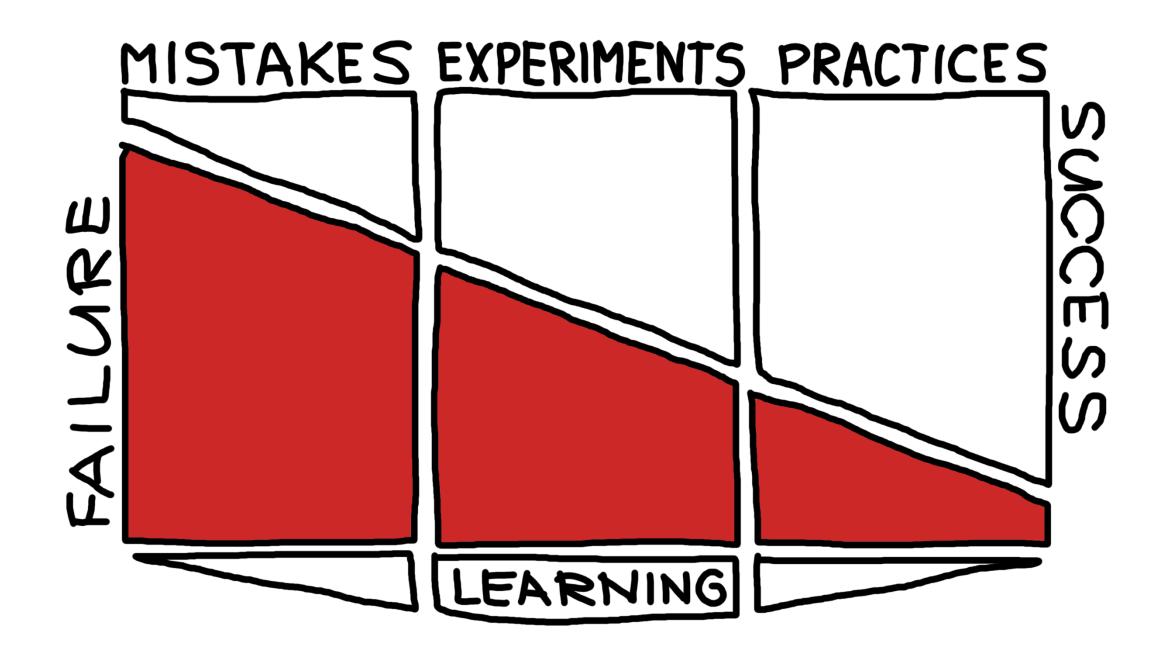


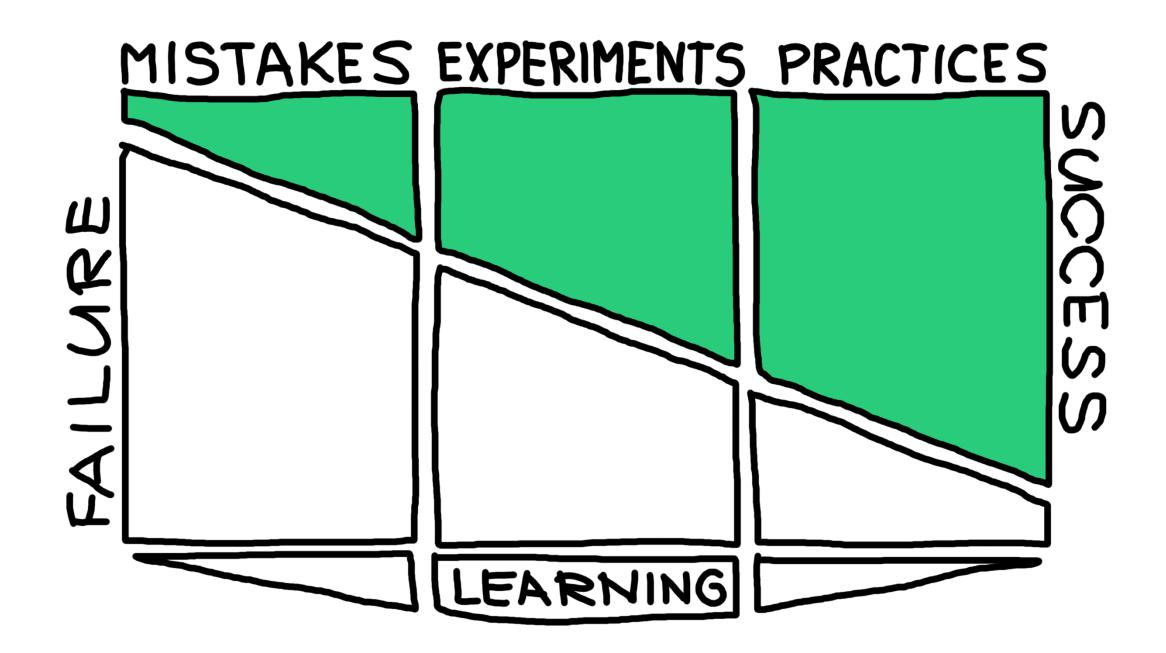


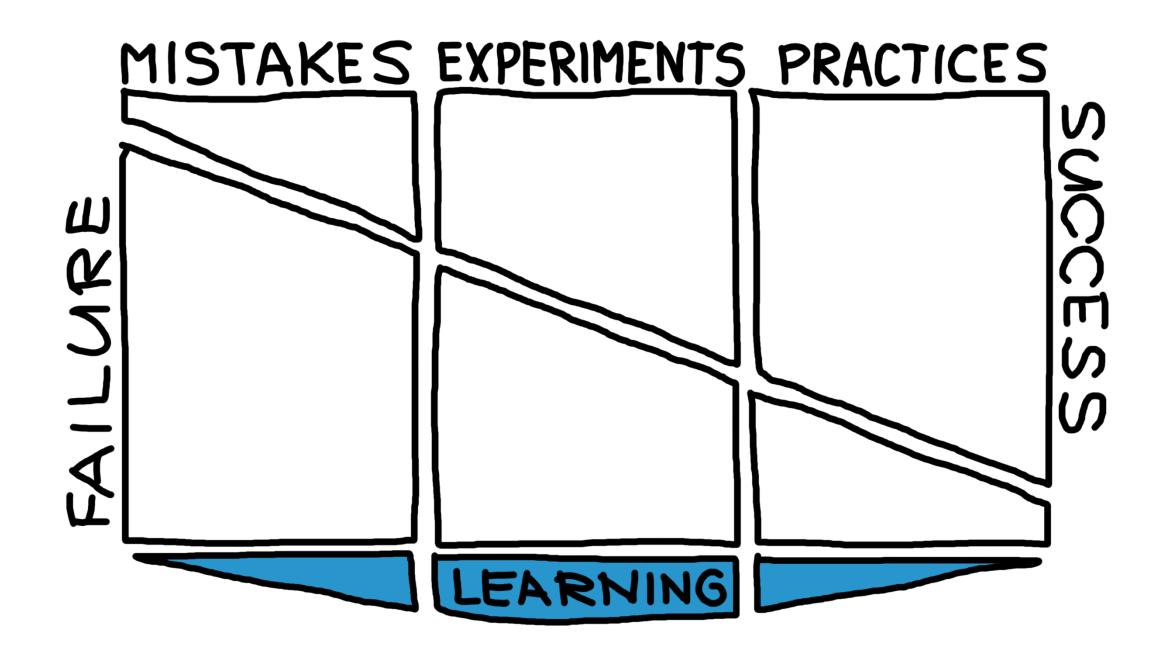


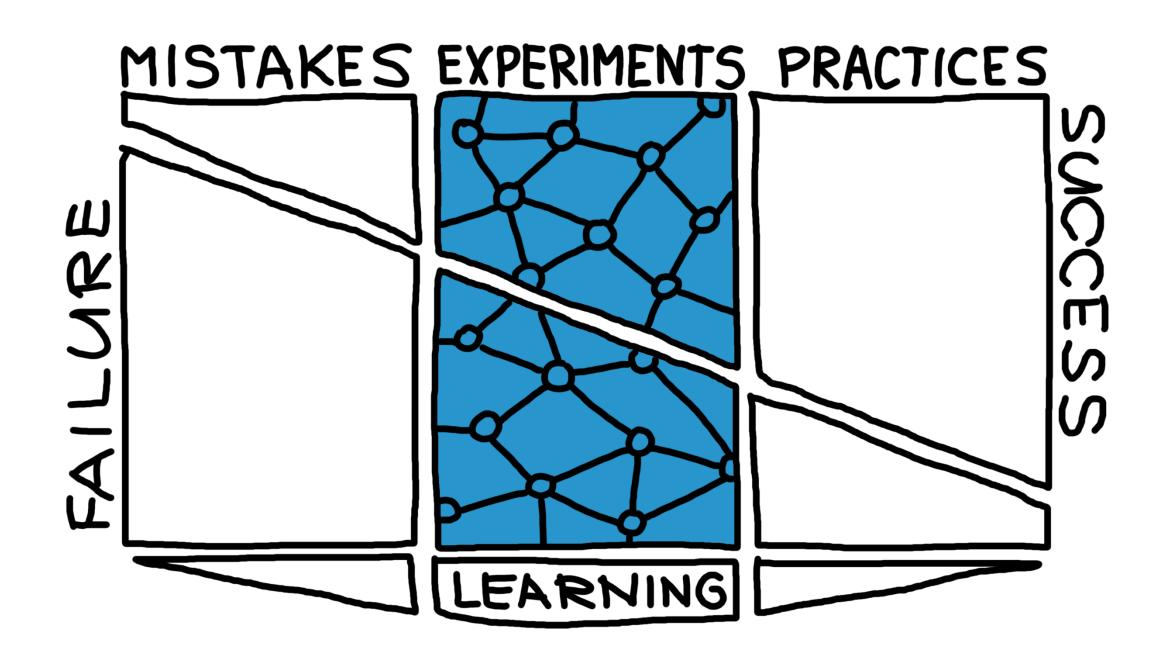


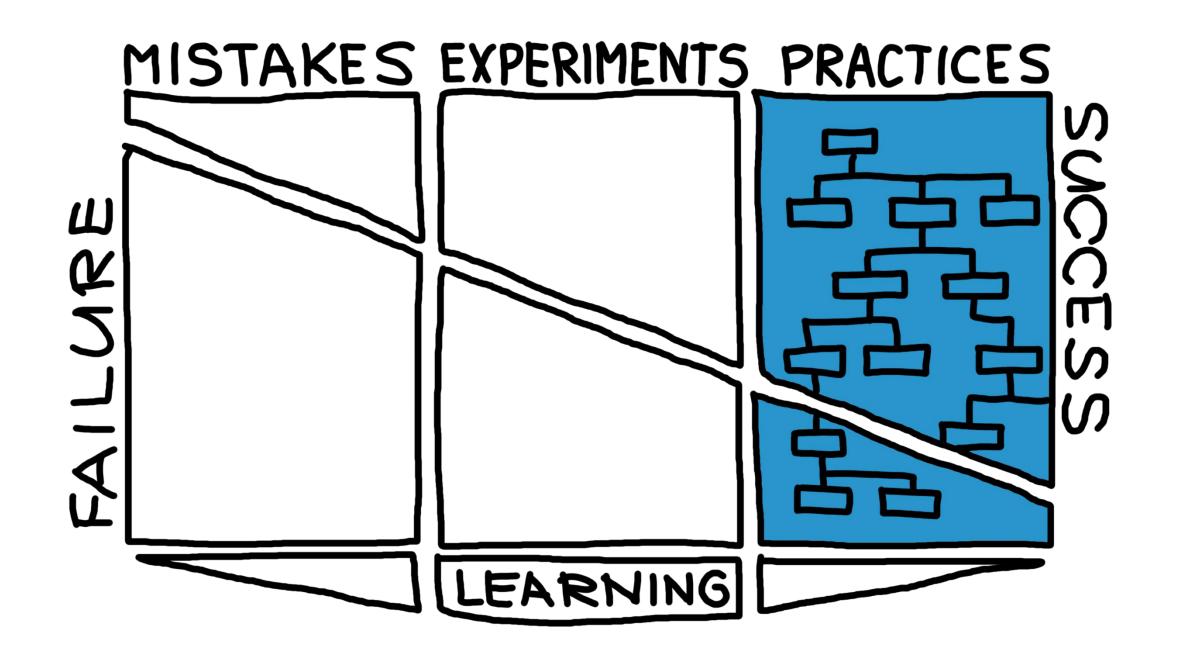


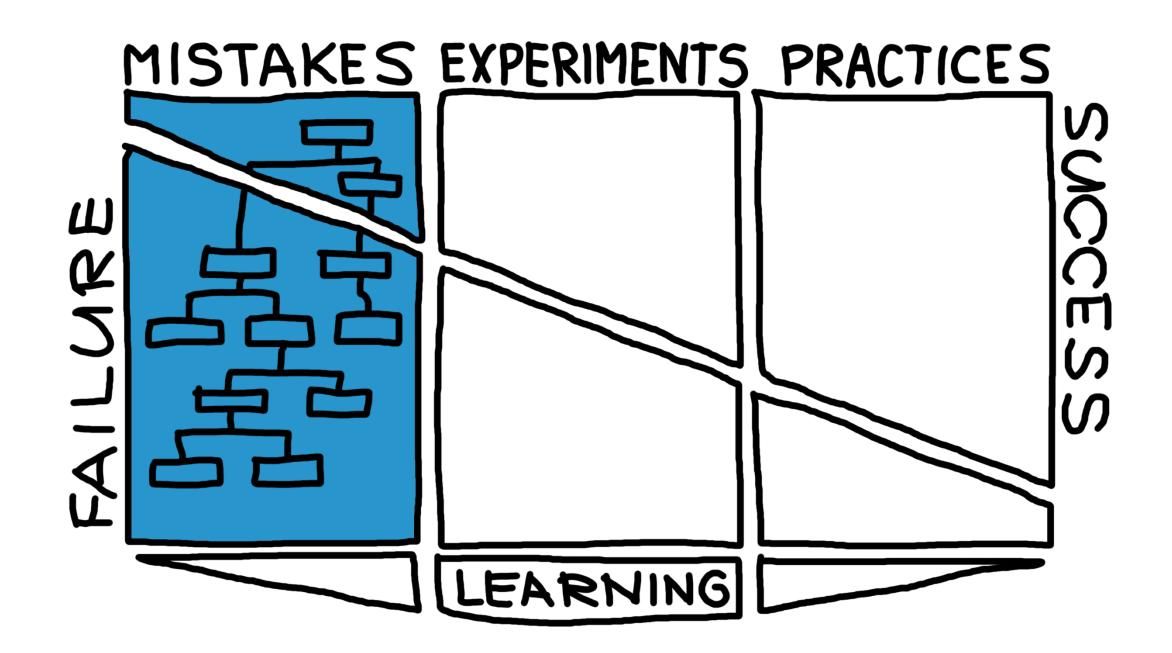


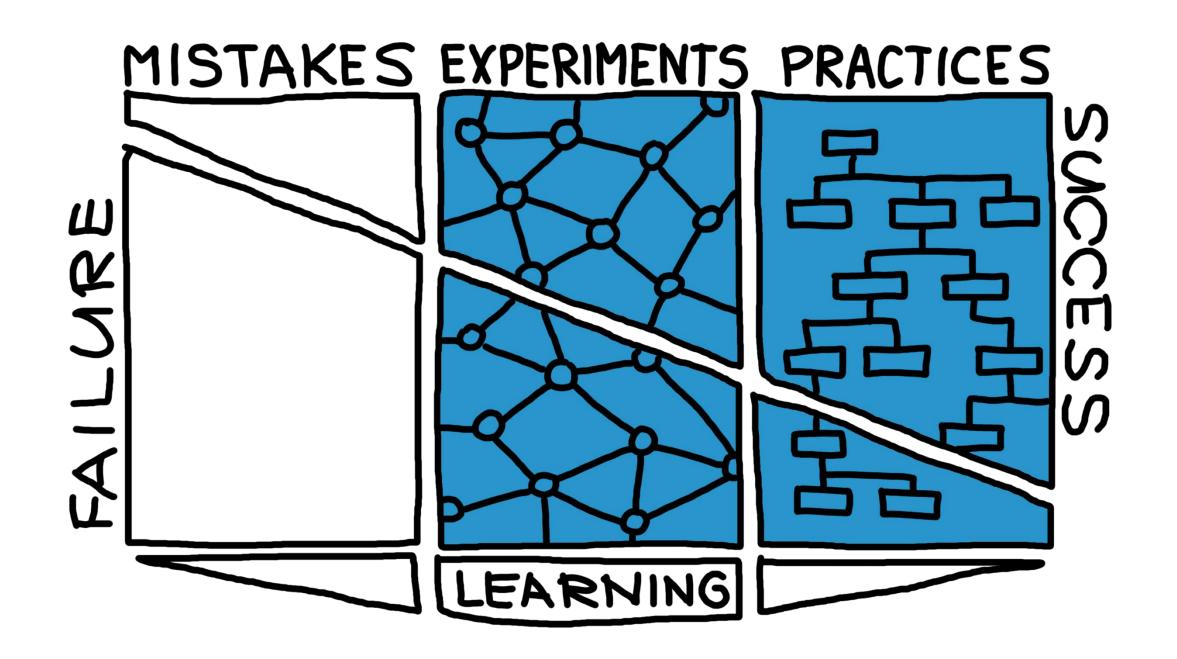


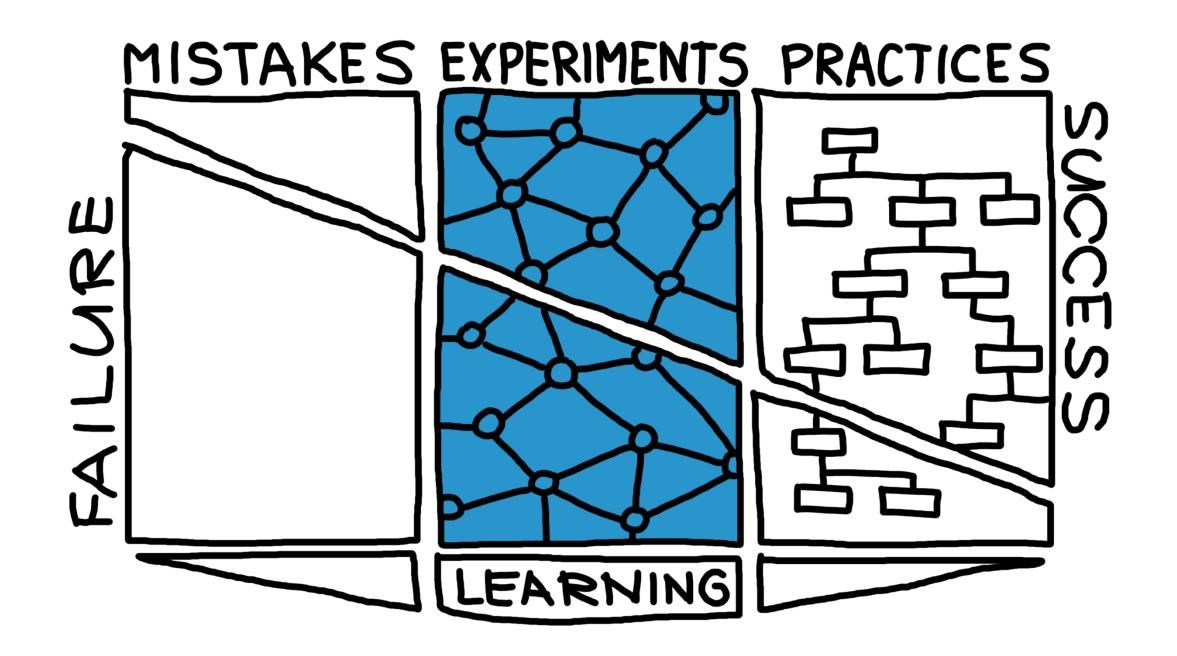


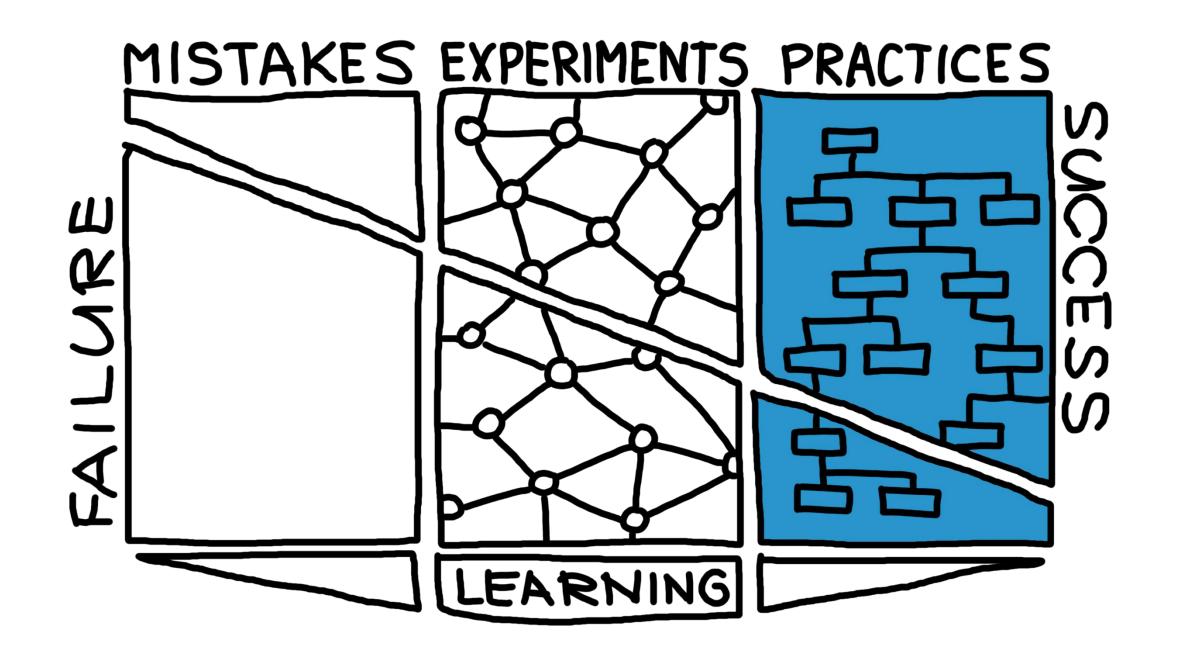


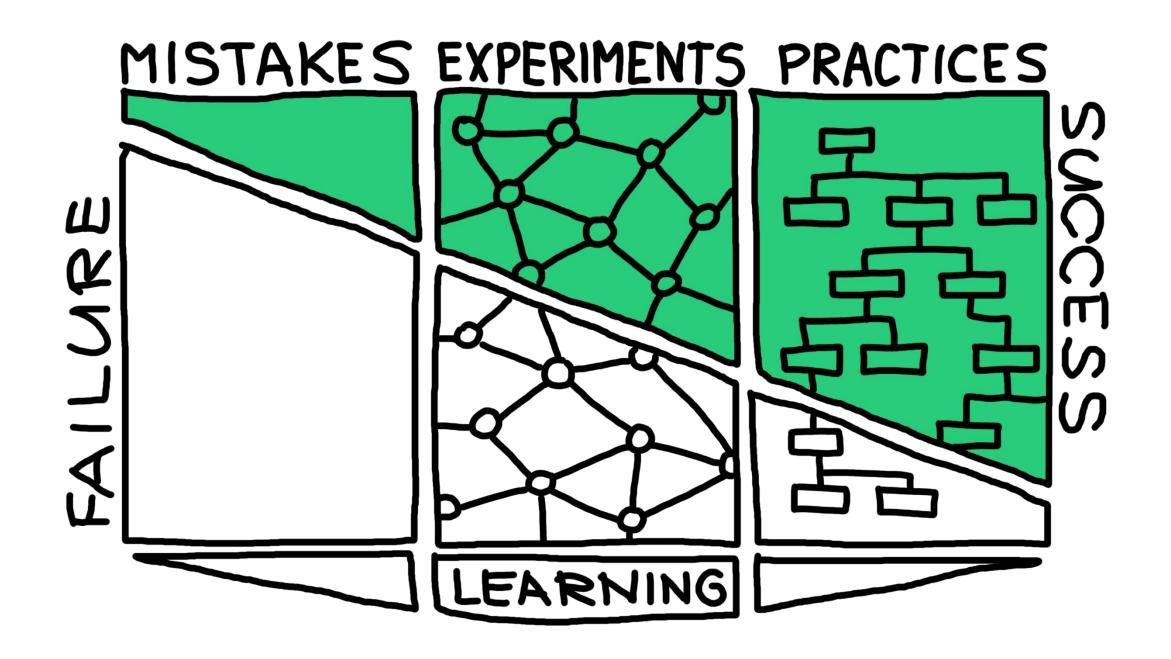


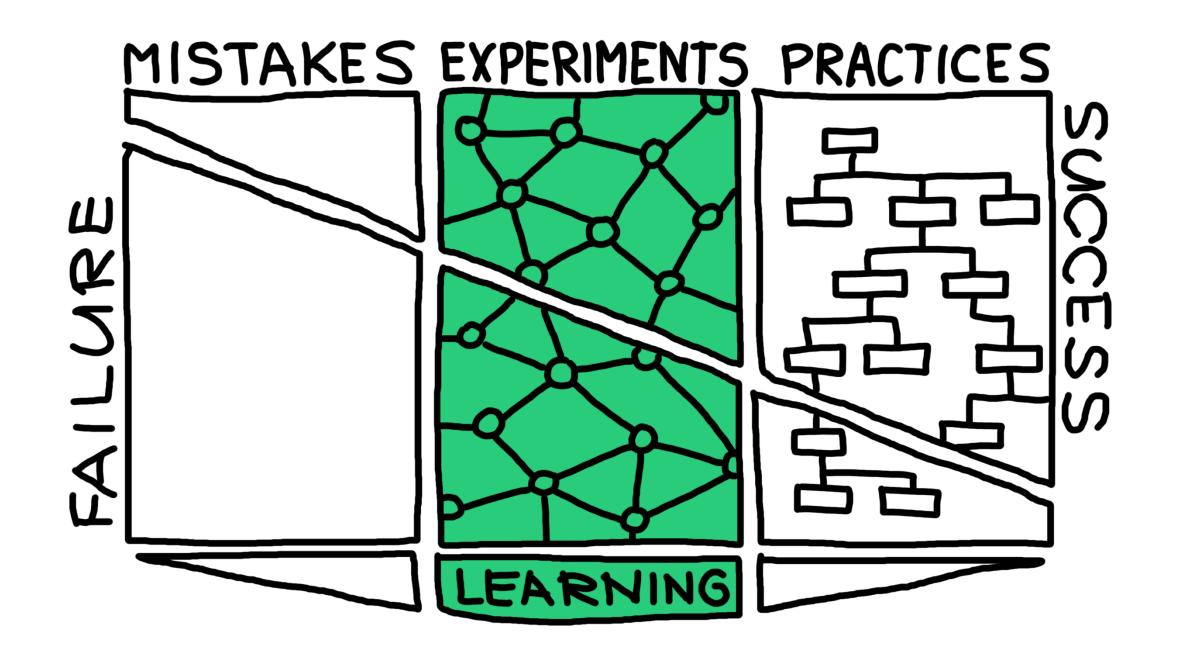




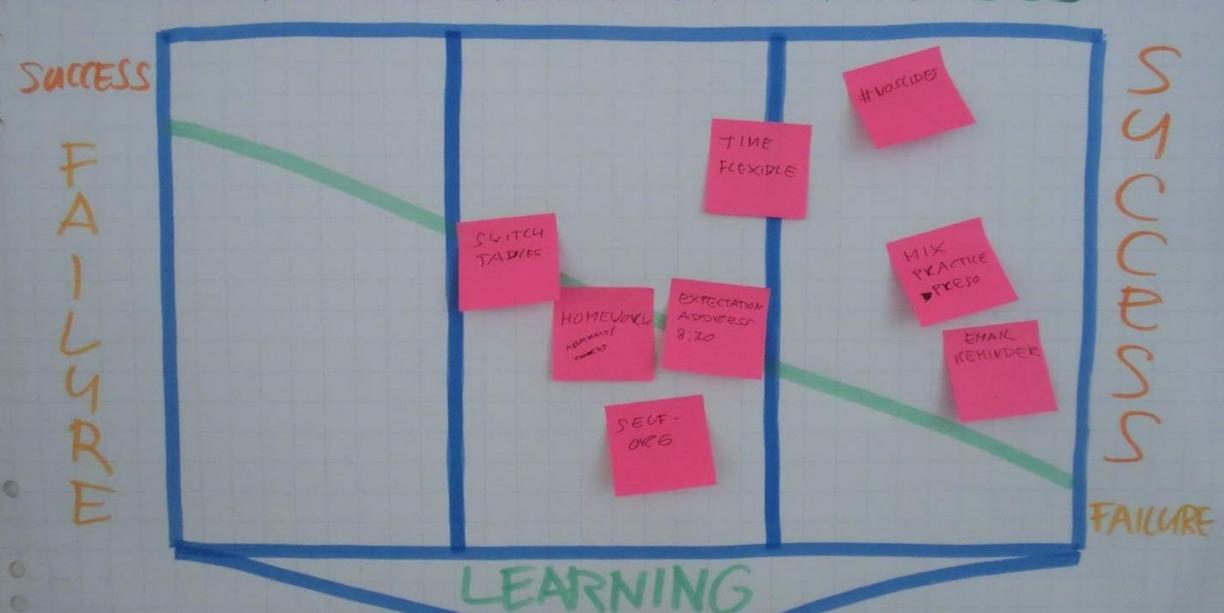


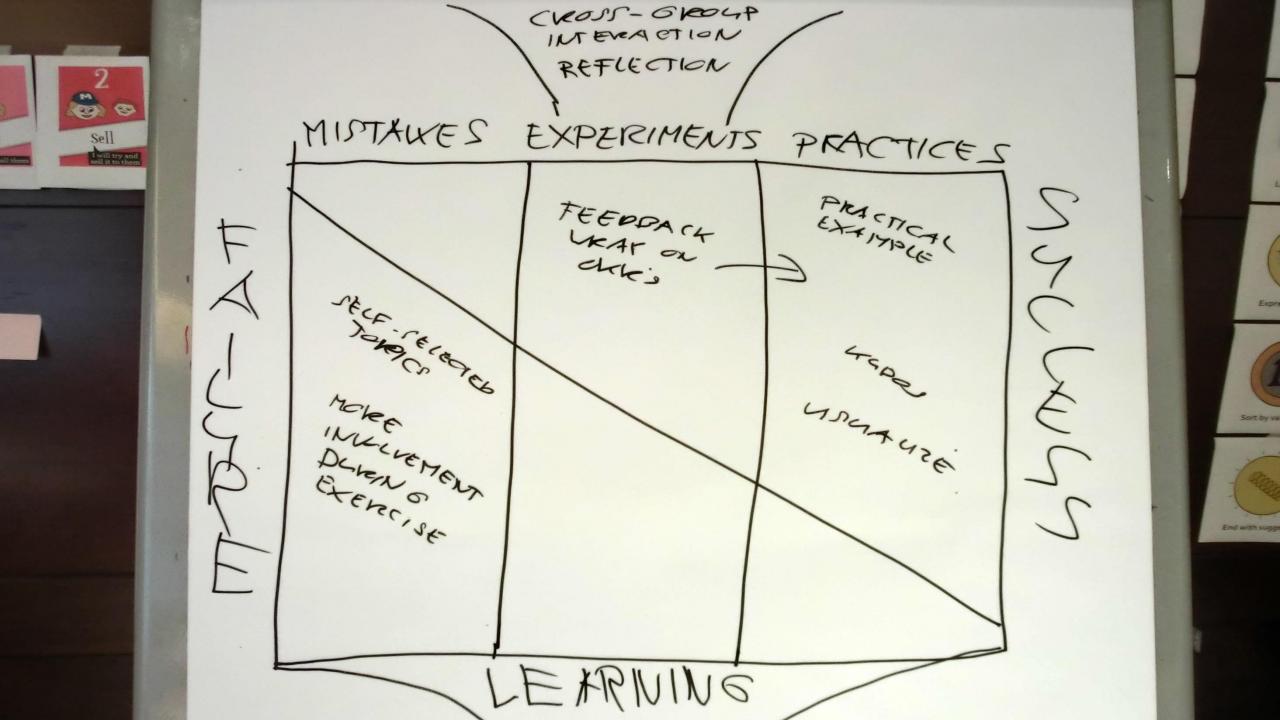


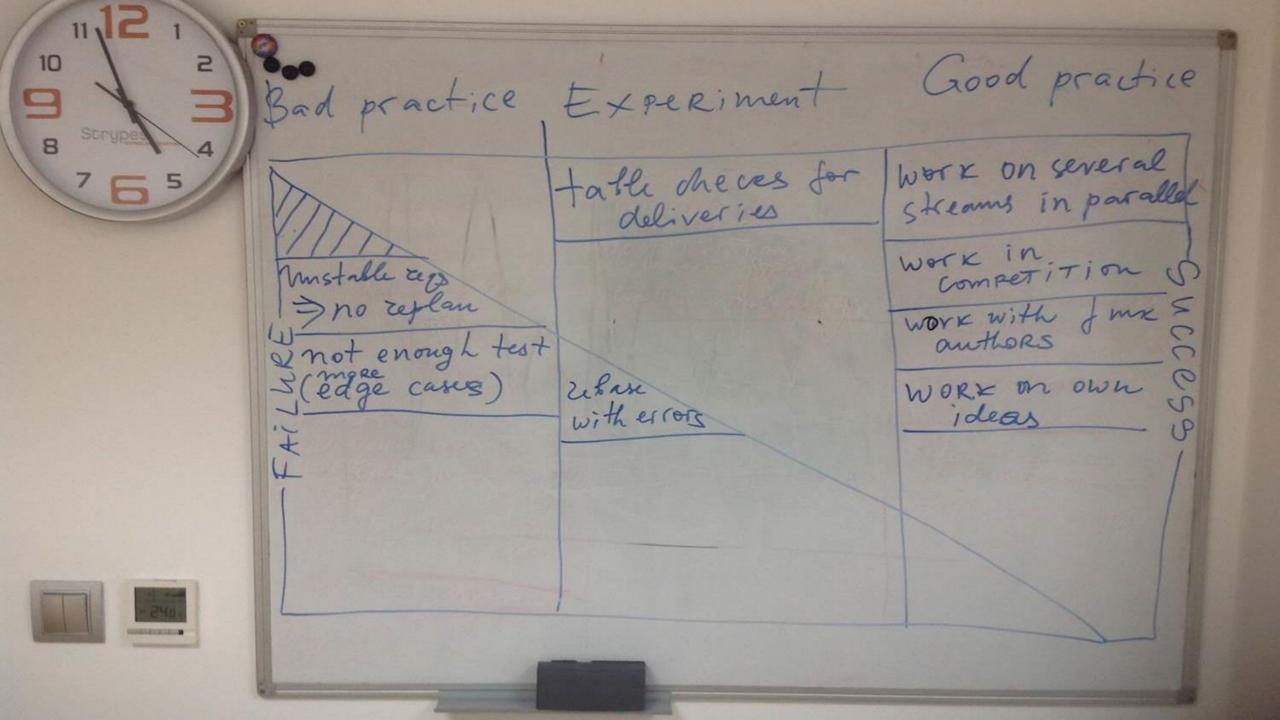




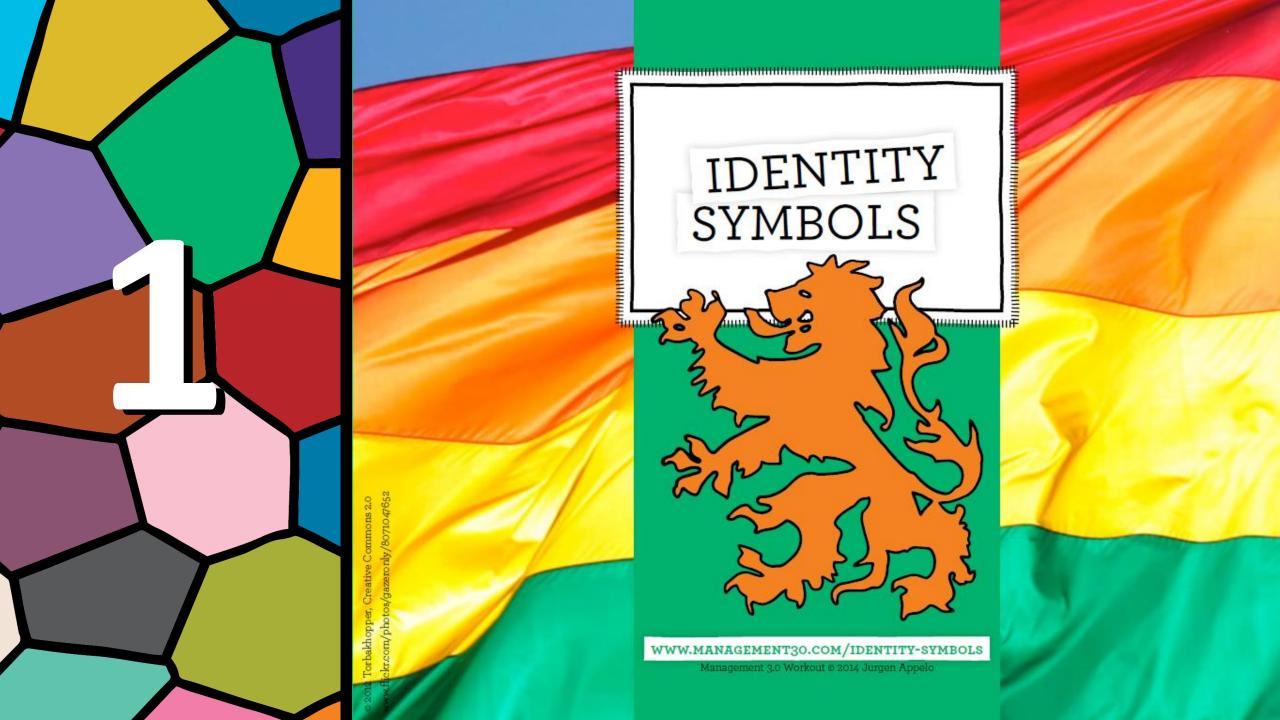
### MISTAKES EXPERIMENTS PRACTICES













# MININ SHUM HATES HRR 00B



#### THE WORLD HAD BECOME GRAY

HOME

ABOUT

BENEFITS

BRANDS

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## PERSONAL MAPS: IMPROVING TEAM COLLABORATION

How well do you know your work colleagues? Their hobbies, ambitions or personal background? Forming closer connections with your team members, leads to improved team collaboration. You'll learn what fires their ambition and keeps them motivated. As a manager, you can sometimes feel disconnected with the pulse of your team. So how do you get [...]









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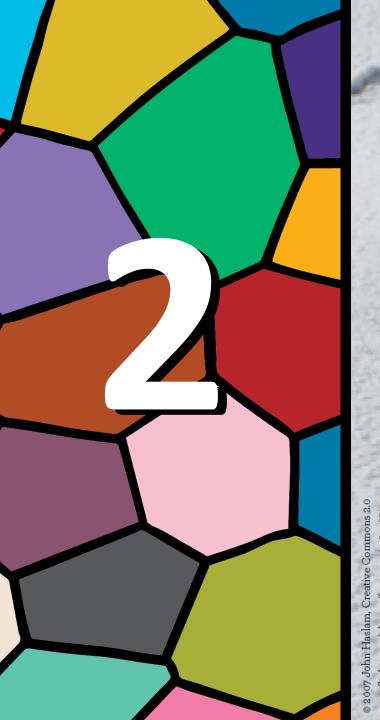
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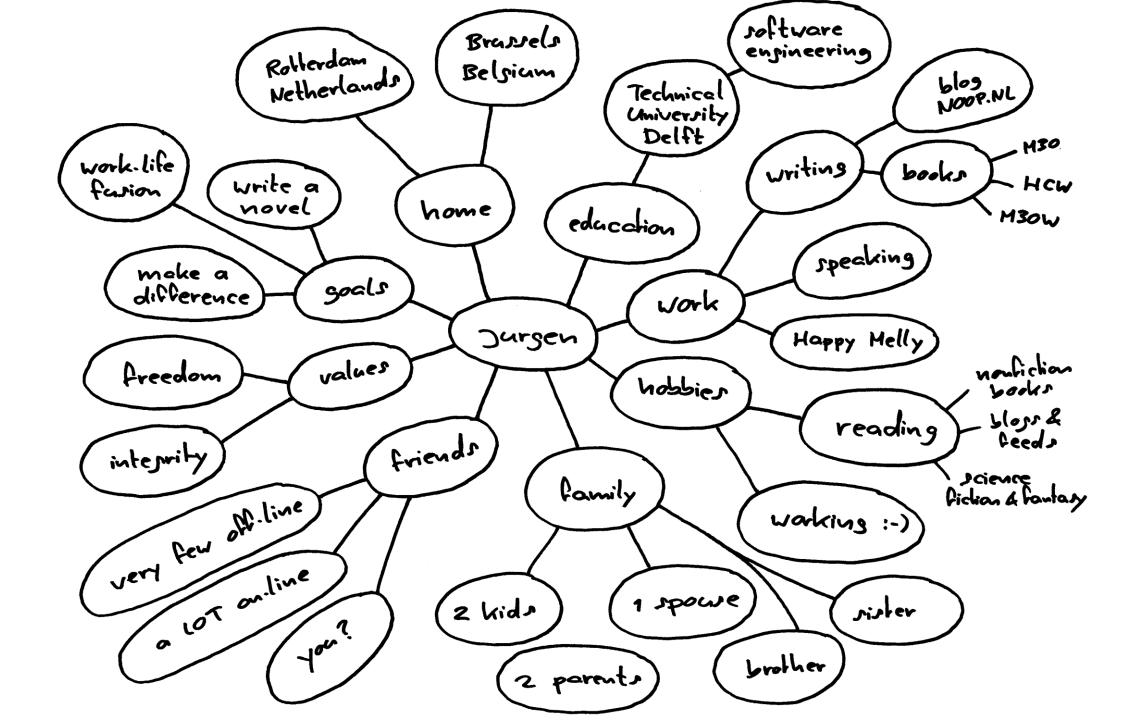


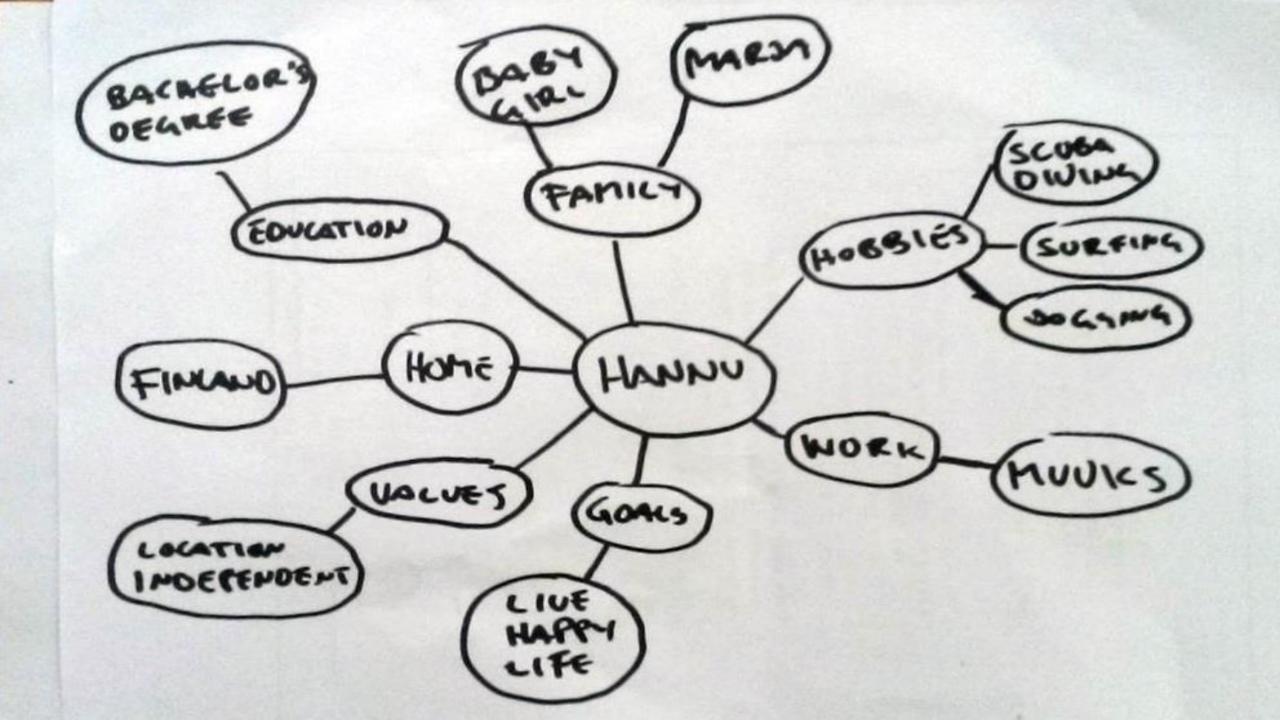
PERSONAL
MAPS

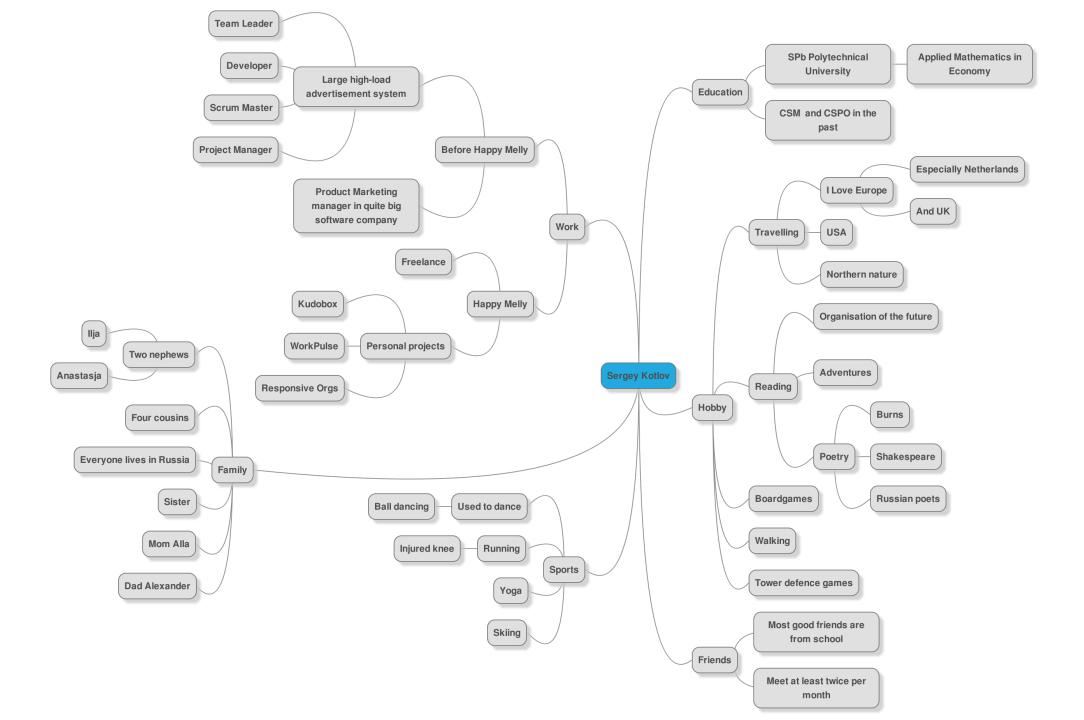


MANAGEMENT3O.COM/PERSONAL-MAPS

Management 3.0 Workout © 2014 Jurgen Appelo







reliability competence fairness trustworthiness initiative











Home



Hobbies

Goals

Family





Education



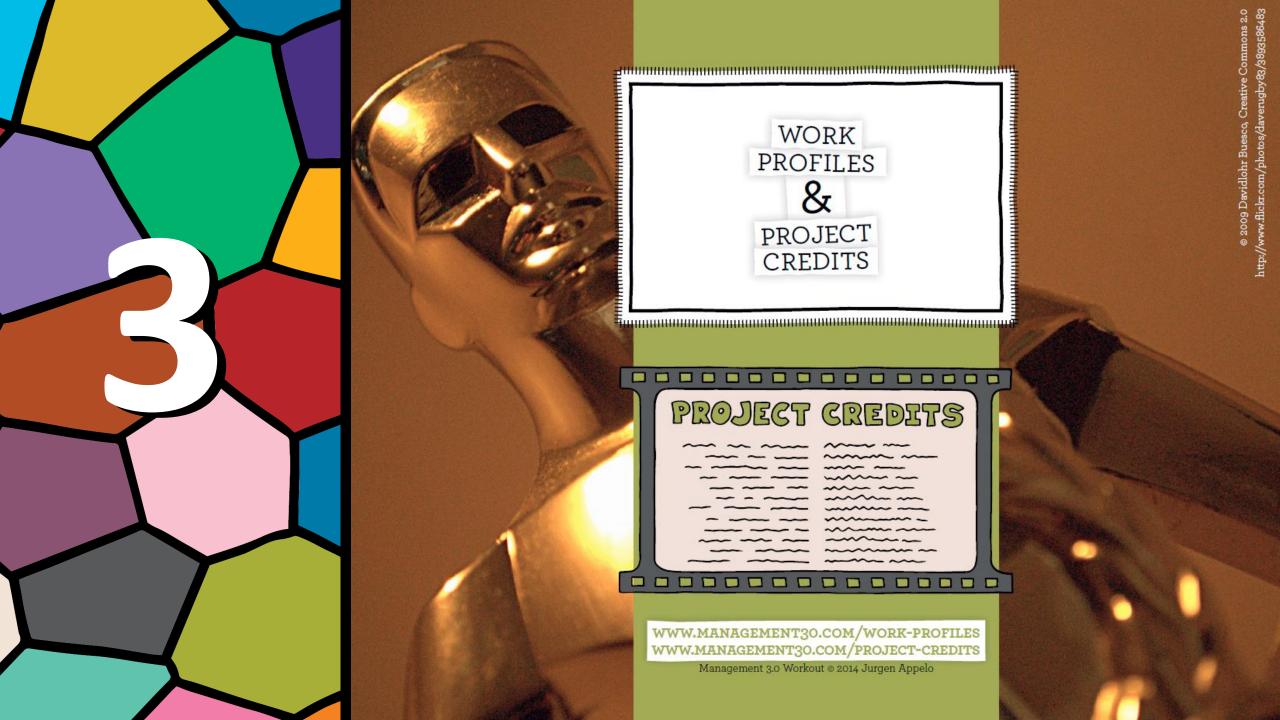




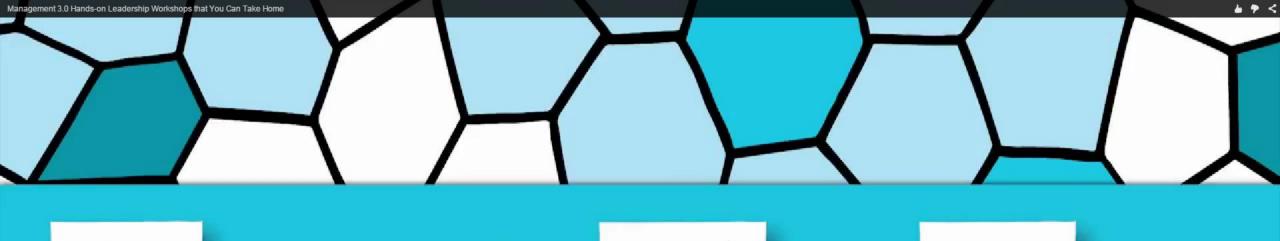












ideas

all workshop attendees

script

Erik Gille

voice

Paul Lehrman

animations

RoboMG.com









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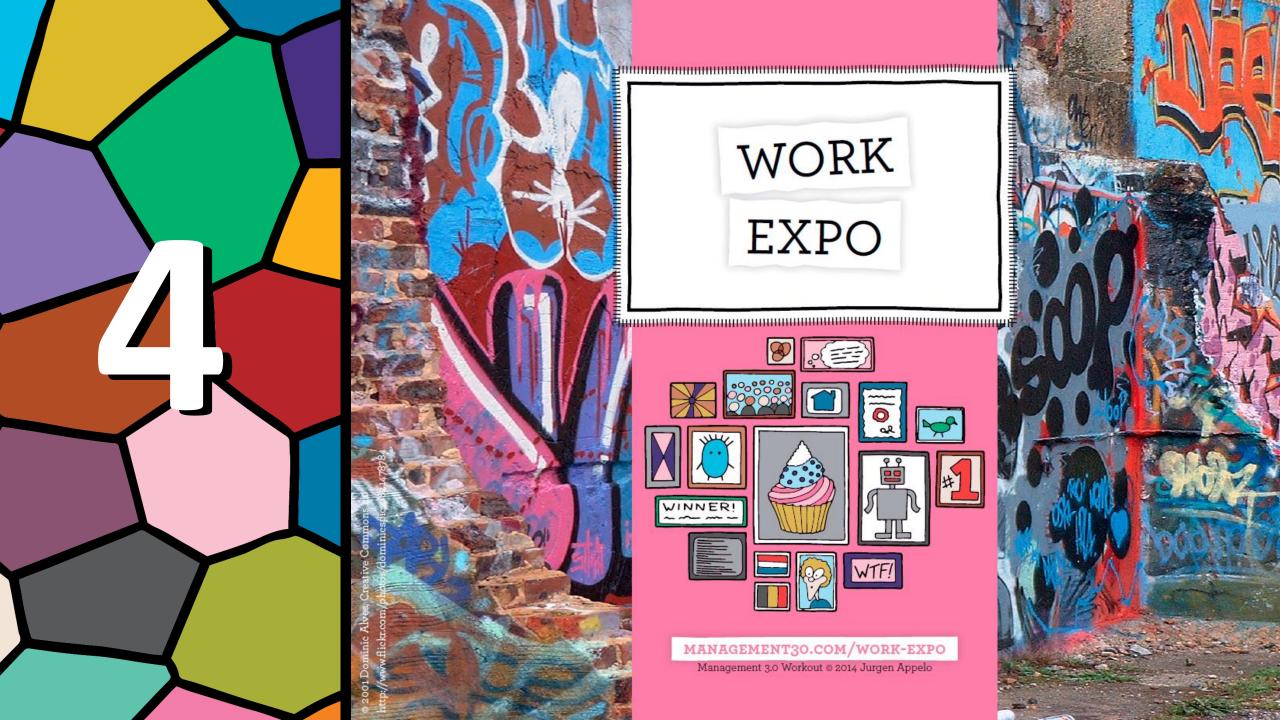


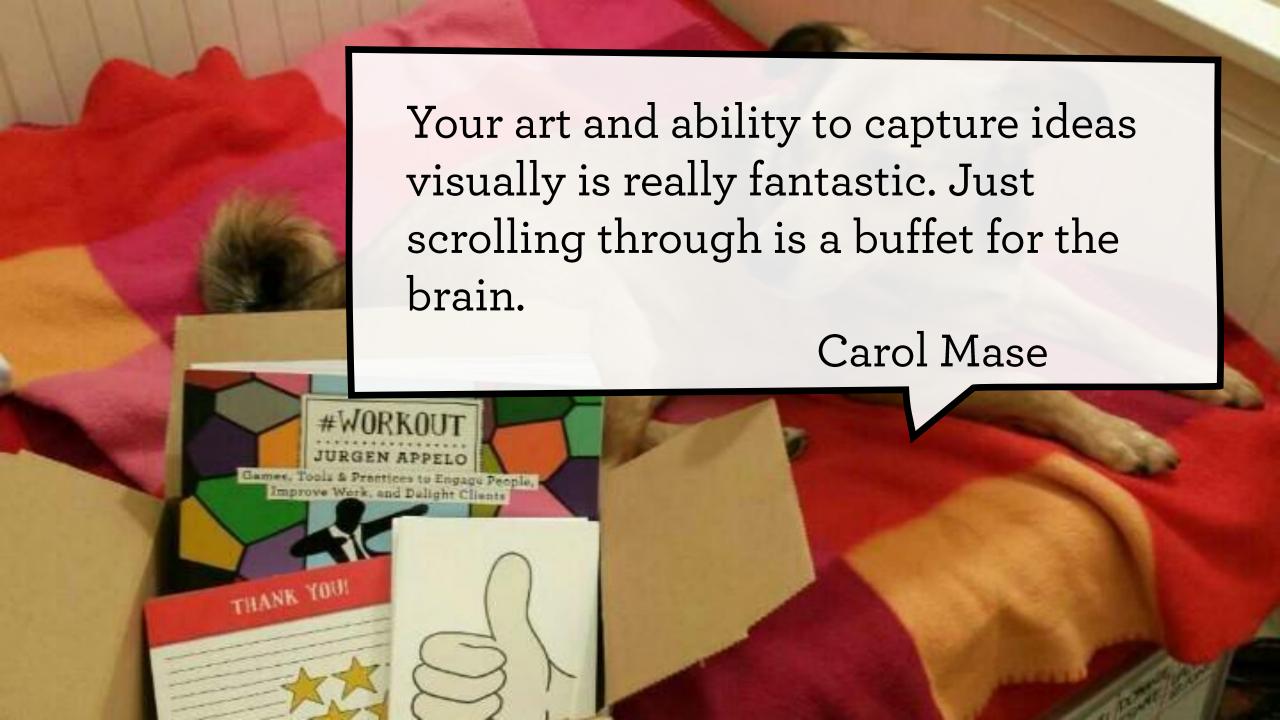
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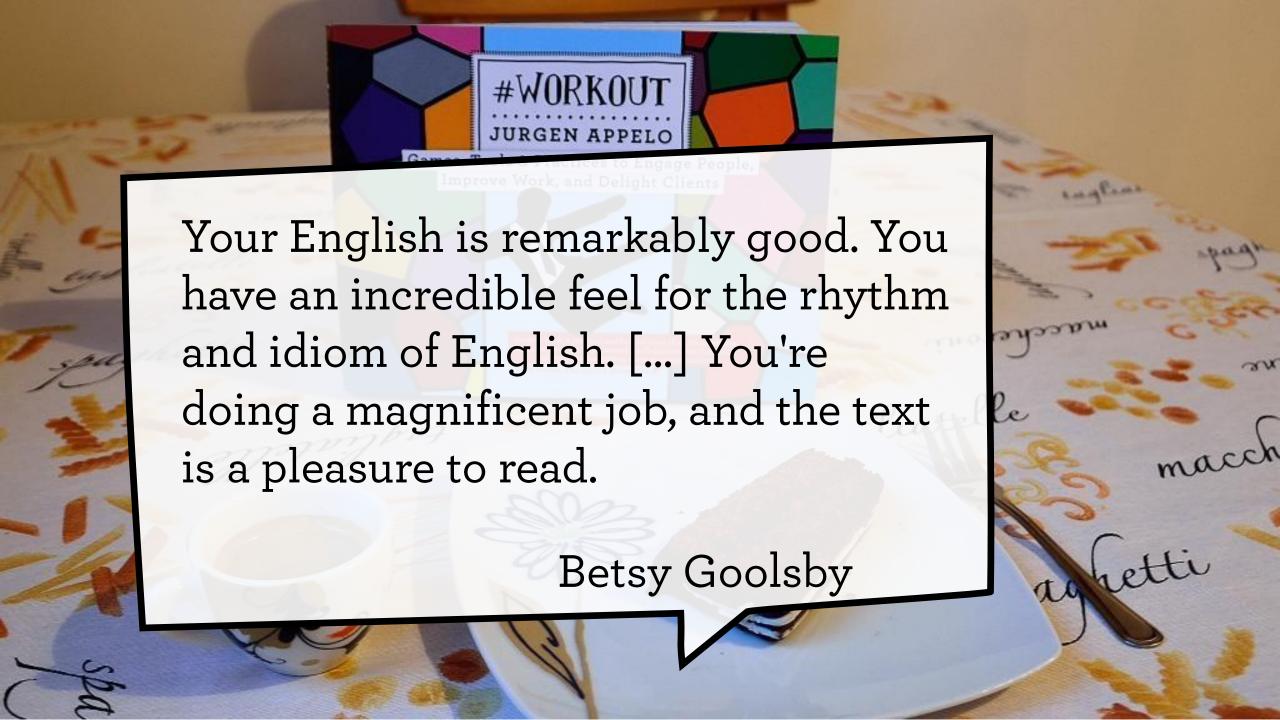


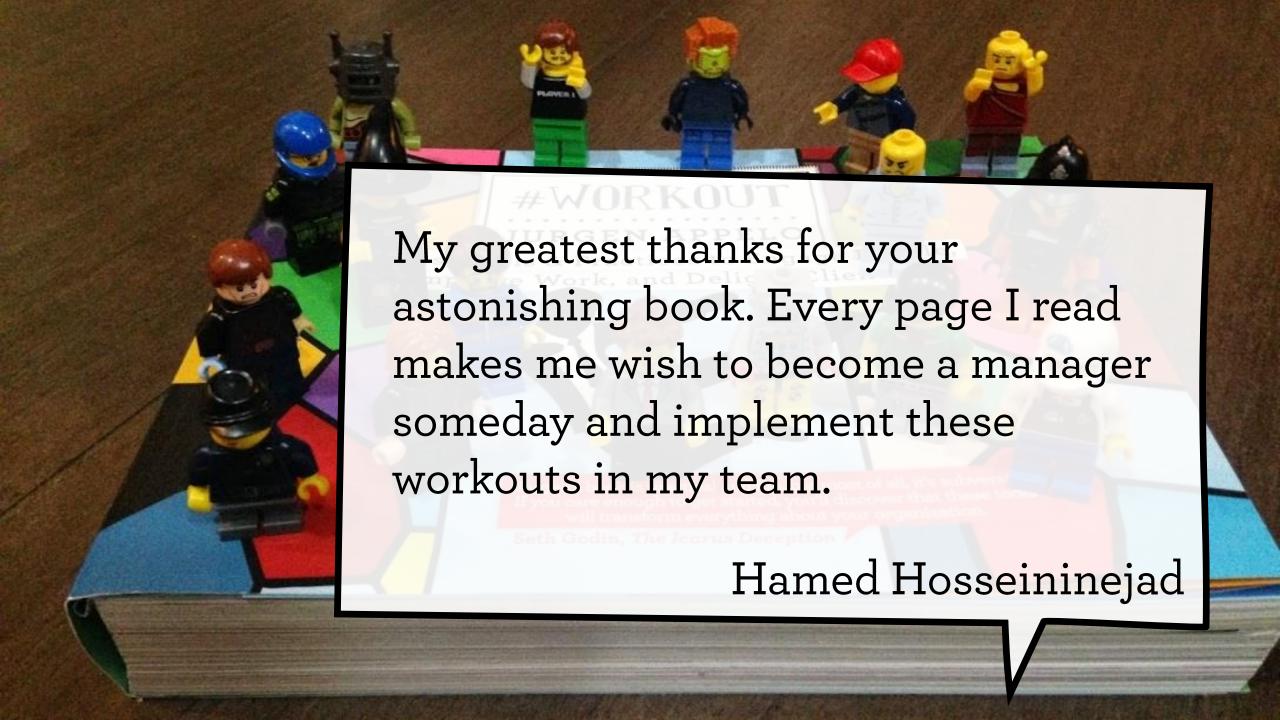






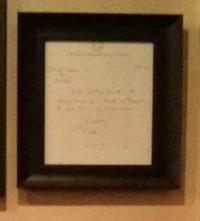














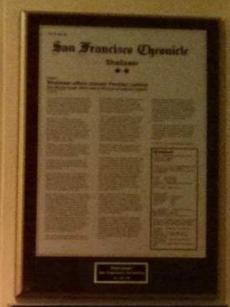












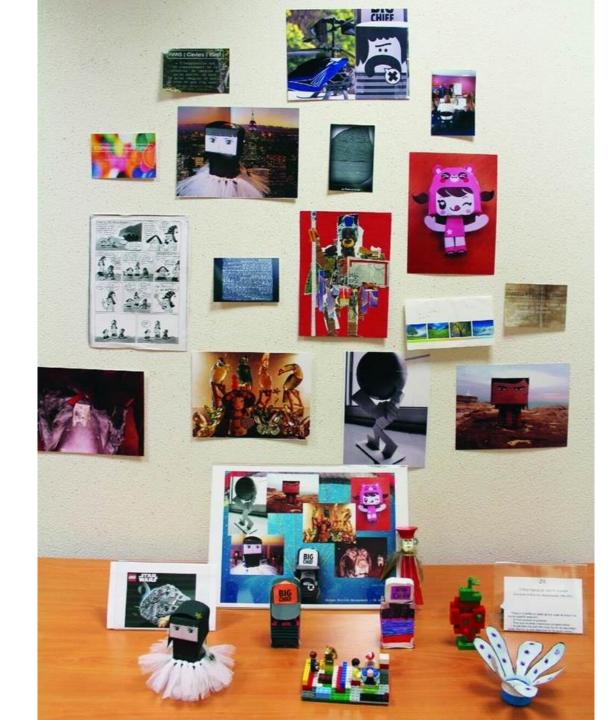














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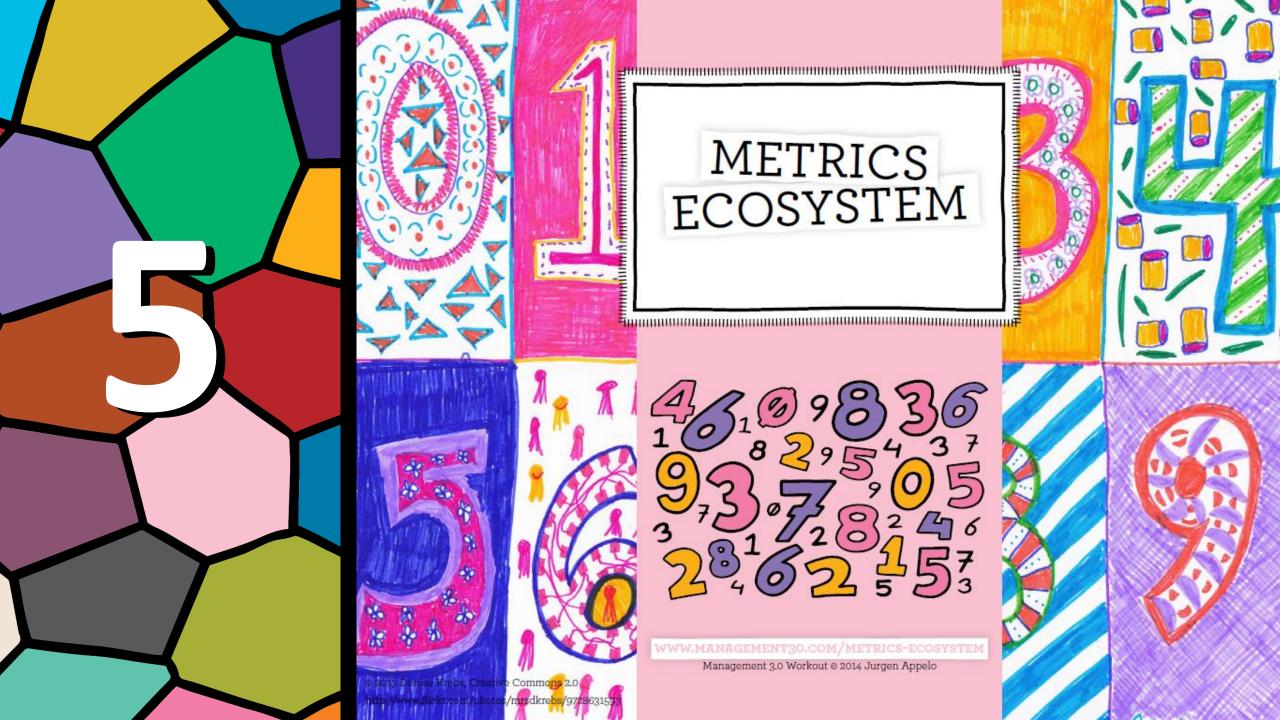
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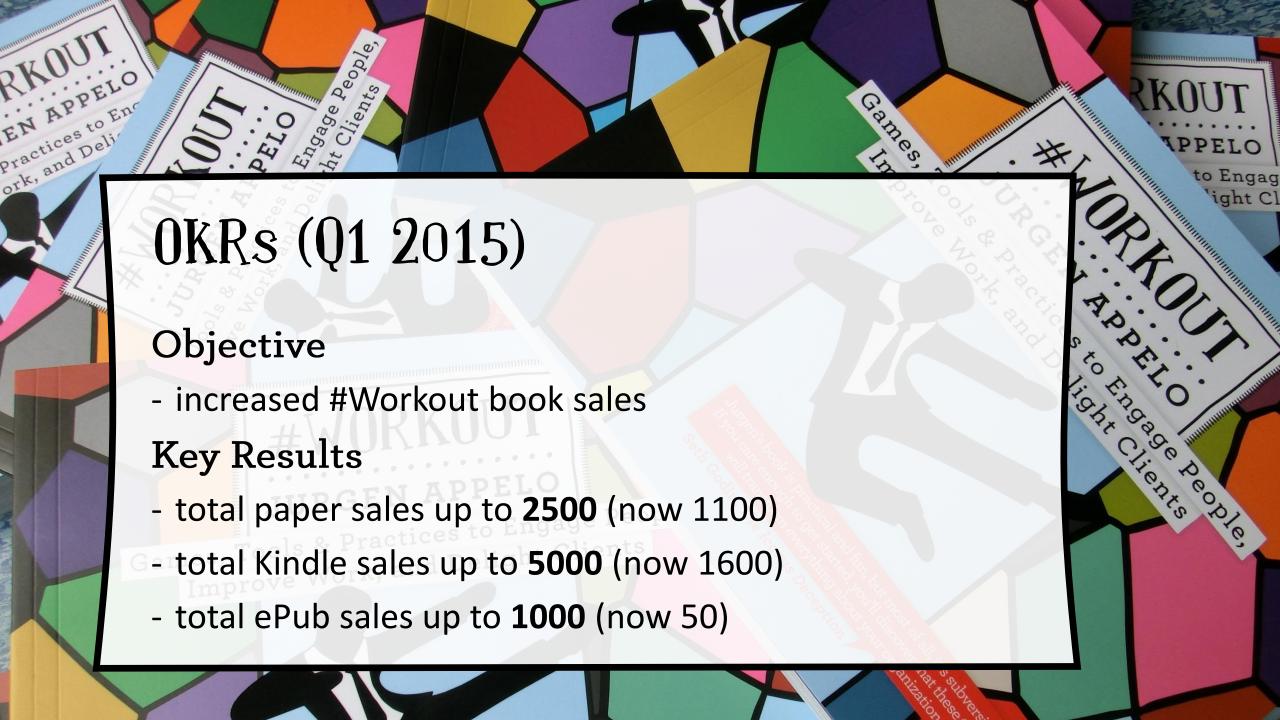
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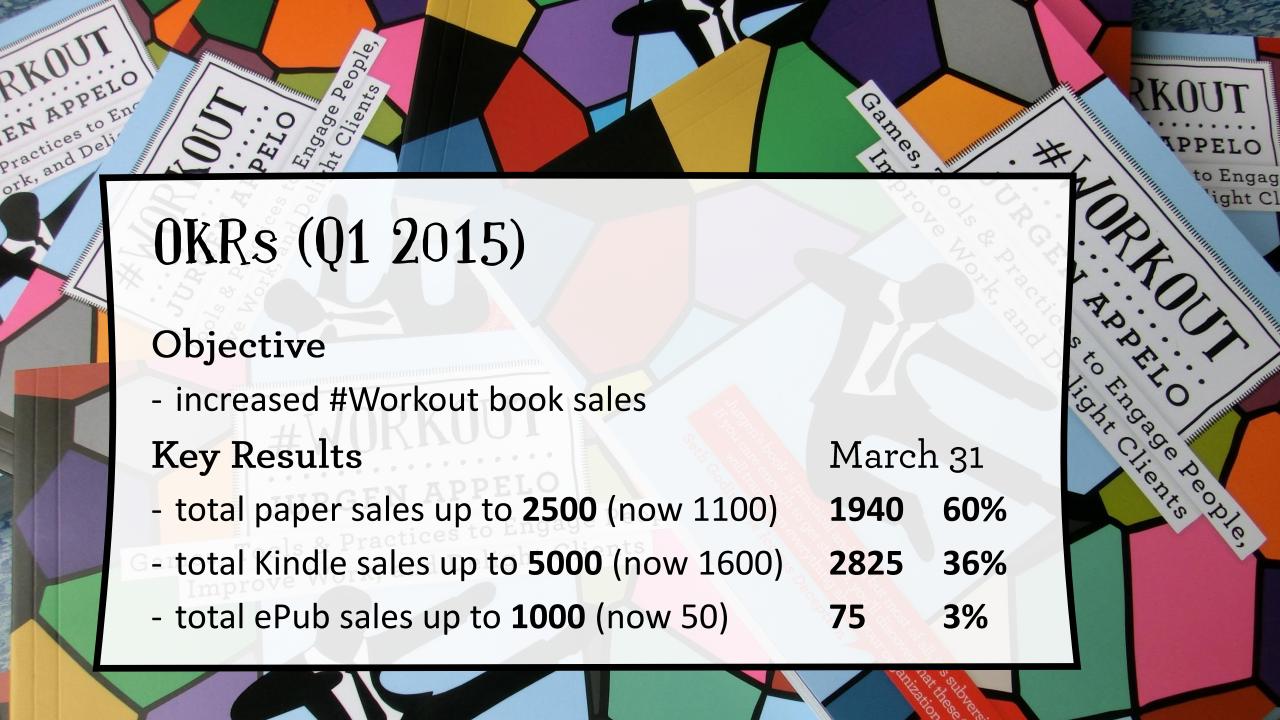


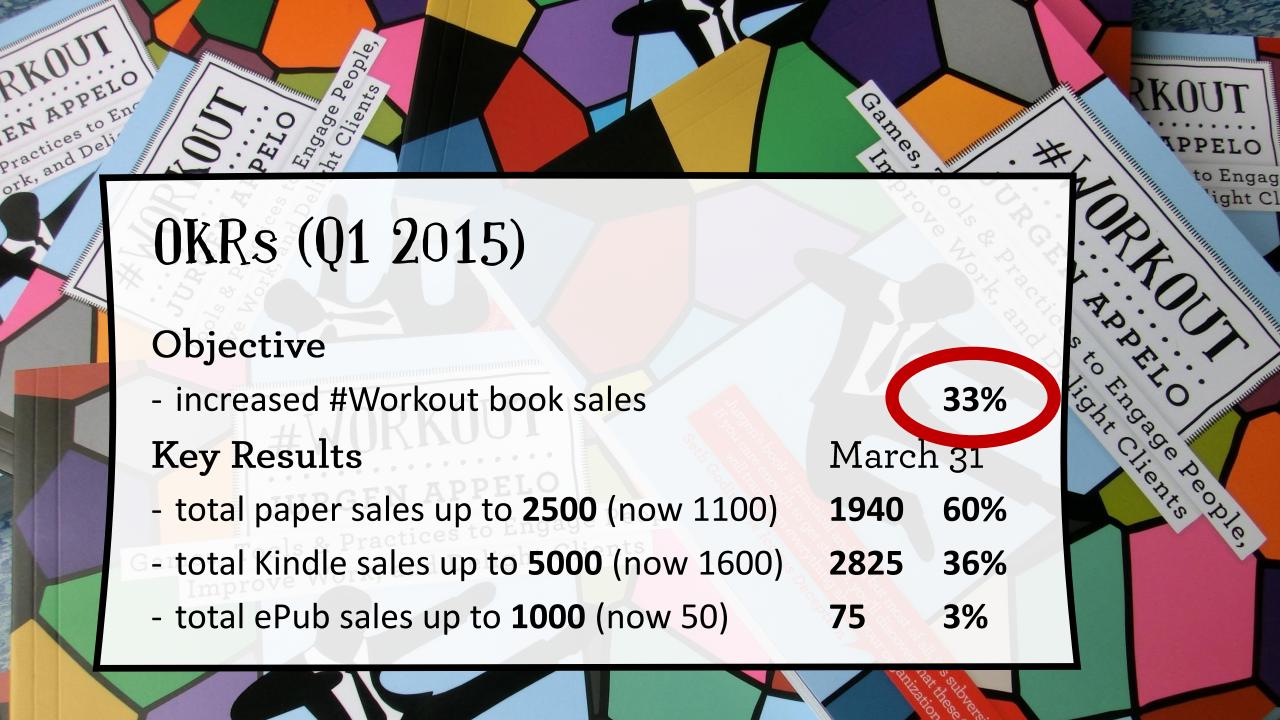
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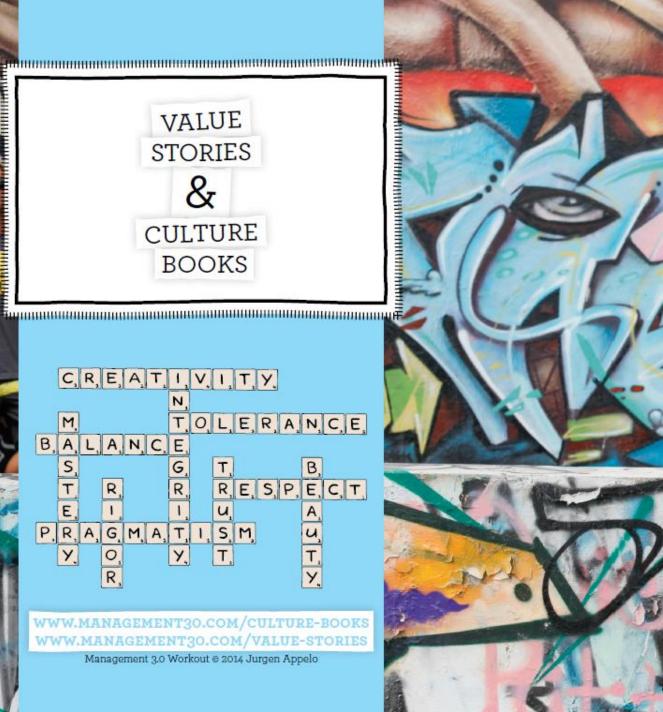


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## #hmo\_value\_stories v

















jurgenappelo 4:14 PM

@jkriggins Nice story! Thanks for sharing.



jkriggins 7:34 PM

"I don't think a bonus or reward should put me in a moral dilemma and it sucks a lot" - quote from my husband will definitely write about this



lisette 7:35 PM

Wow - that quote is solid gold.



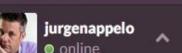
jurgenappelo 8:02 PM

Here's a value story from me. My customer in the UK had asked me to do 4 talks, two on Monday and two on Tuesday. They agreed to a total fee and then they started planning. I sent them my itinerary in January and told them that I needed to be in Oslo on Wednesday for a conference to which I had already committed. That meant flying out on Tuesday afternoon/evening. So, when I arrived in the UK it turned out that the second sesson they scheduled on Tuesday afternoon was too late. I had no time left to catch my flight to Oslo. They discussed it internally and decided to drop the 4th talk. They didn't haggle or try to re-negotiate. Legally, I feel entitled to charge them the whole amount we had agreed upon. But I didn't. Instead, I charged for 3 talks. (Or 3..25 actually, because one talk per day is more expensive than two talks on the same day.) The reason is, I should have checked their scheduled time slots. And I didn't. They readily took the blame, but I insisted part of the blame is mine. Therefore, I charge less. It's a small price to pay for a good relationshop with a valuable customer.



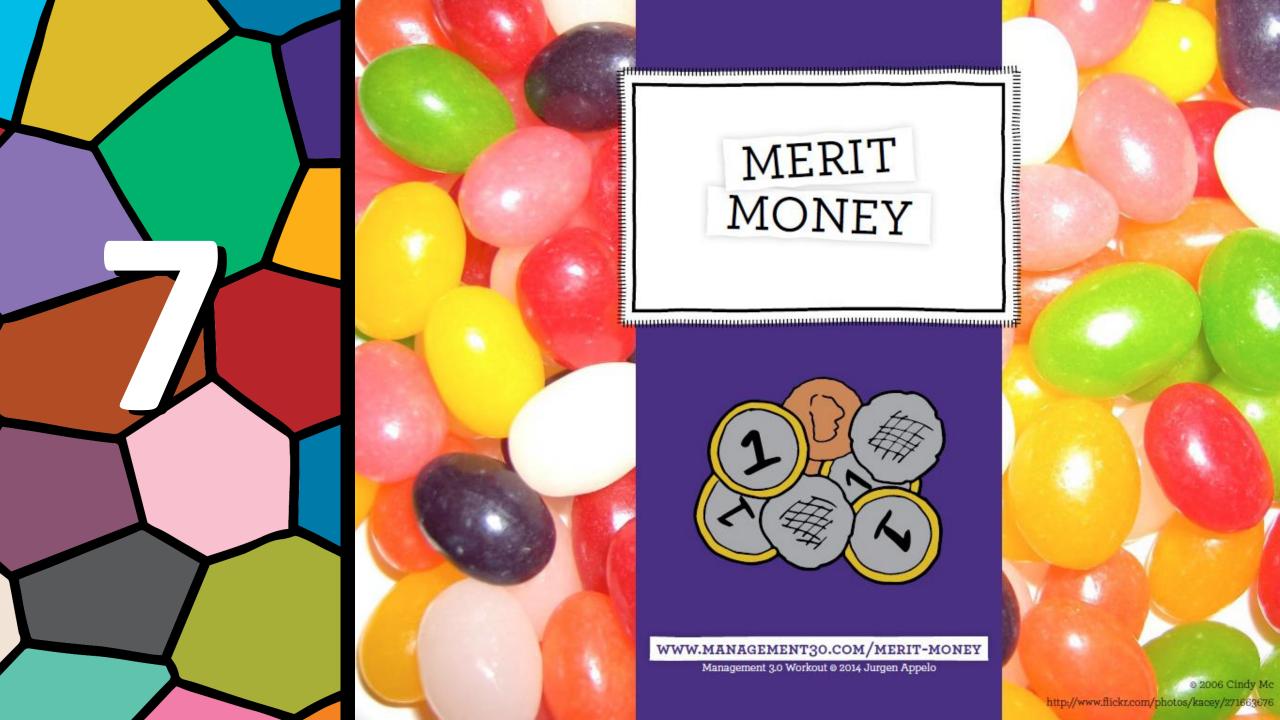
sery0ga 10:11PM

Wonderful stories! I'm so glad I work with you, guys e









Given to you	Given by you
for y tour	received a ≡25 bonus from Sergey: our inspiring ideas and attitude in leading the team, and your help with my #trust omment
For	received a ≡15 bonus from Jenniferkriggins:  always being candid and open. And dedicated even when sick! #trust
For t sess	received a ≡20 bonus from Nicolas: 1: teaching me all about modern management practices during video recording ions #trust
Insp with.	received a ≡10 bonus from Louise: 14 iring me with your confidence in public speaking. Something I struggle greatl #commitment
I app on ti	received a ≡10 bonus from Lisette:  preciated that you took the OKRs so seriously. I liked that we reviewed them me. It made me feel like it was worth doing and experimenting with. #trust
Beca shirt	received a =10 bonus from Louise:  ause according to Lisette he needs the bonus to go out and buy some new s! #leadership  omment
Vou	received a =40 honus from Licette.

You received a ≡10 bonus from Lisette:

O comment

For wearing the same shirt #problem-solving



Given by you Given to you professional.in.finance received a ≡10 bonus from you: 11d For not giving up while wading through a mess of financial data #commitment o comment Nicolas received a ≡10 bonus from you: 11d For making our team look professional with our videos #commitment O comment Hannu received a ≡10 bonus from you: 11d For the nice new M30 web shop that now operates almost fully hands-off, which saves me a lot of work. #commitment o comment Louise received a ≡15 bonus from you: 11d For jumping on to the Action for Happiness project and for coordinating the virtual book tour so enthusiastically. #commitment O comment Lisette received a ≡15 bonus from you: 11d For managing licensees, hangouts and everything else so well and reliably that I don't have to worry about anything. #trust 11d



O comment



Jenniferkriggins received a ≡20 bonus from you:

For always going the extra mile in what she does, for having lots of fascinating ideas, and for caring about my health. @ #commitment

Comment \*



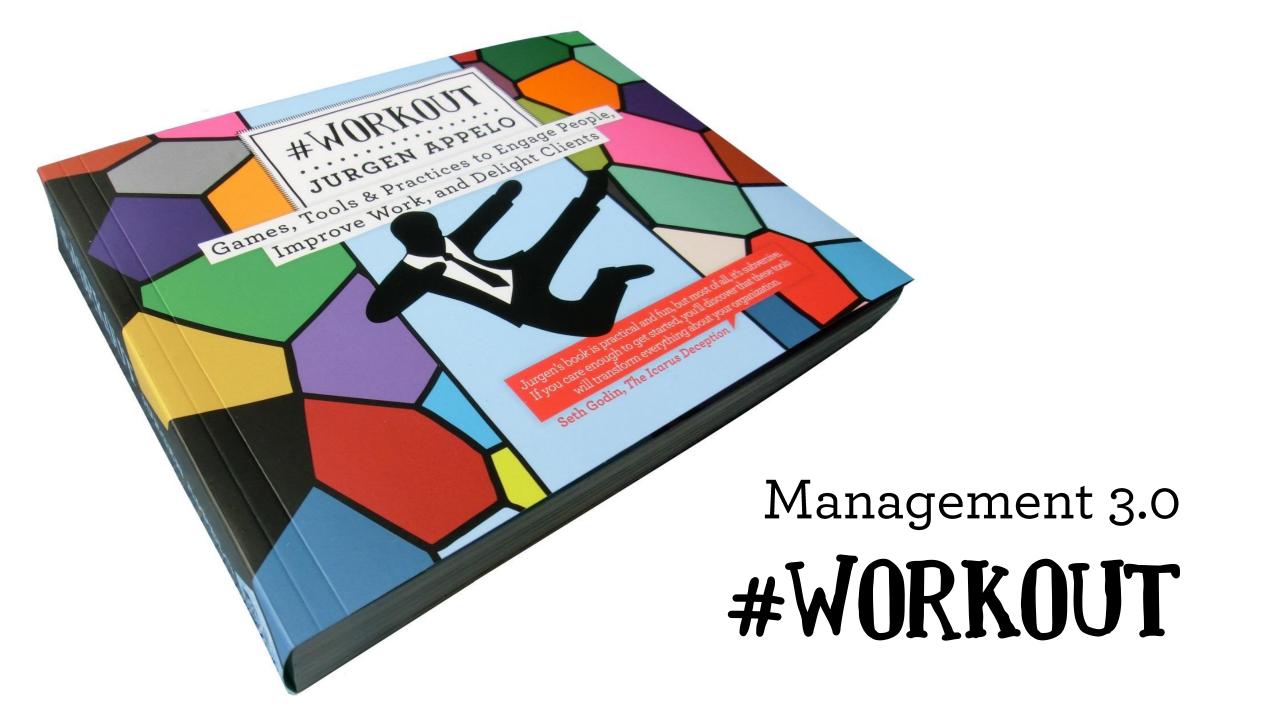
22d

Sergey received a ≡20 bonus from you:

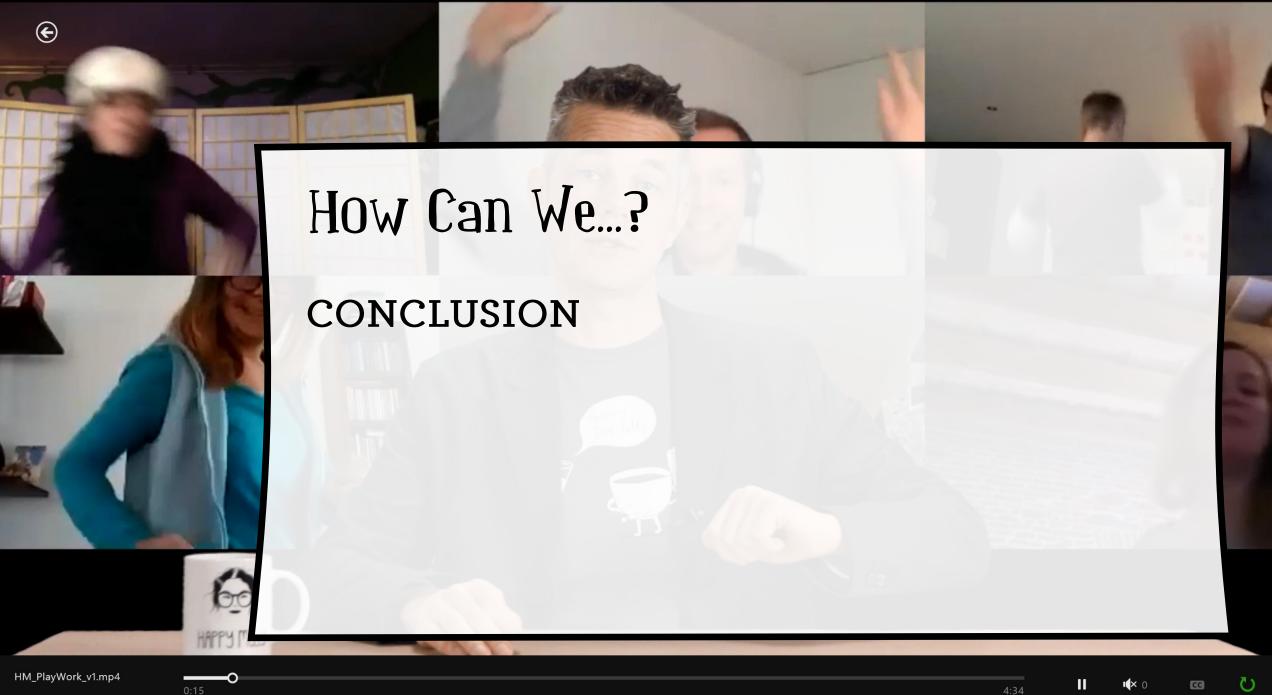
11d

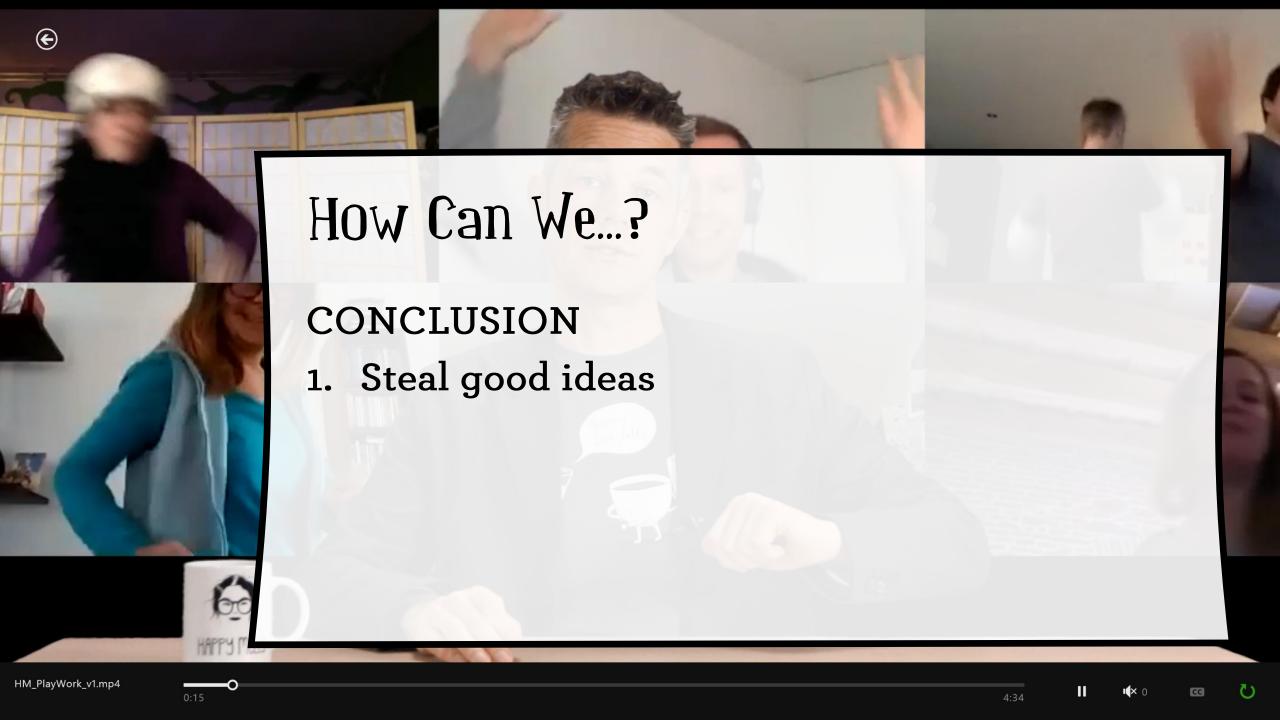
For being positively critical towards my ideas, for offering great insights in discussions, and for always helping out others where needed. #commitment

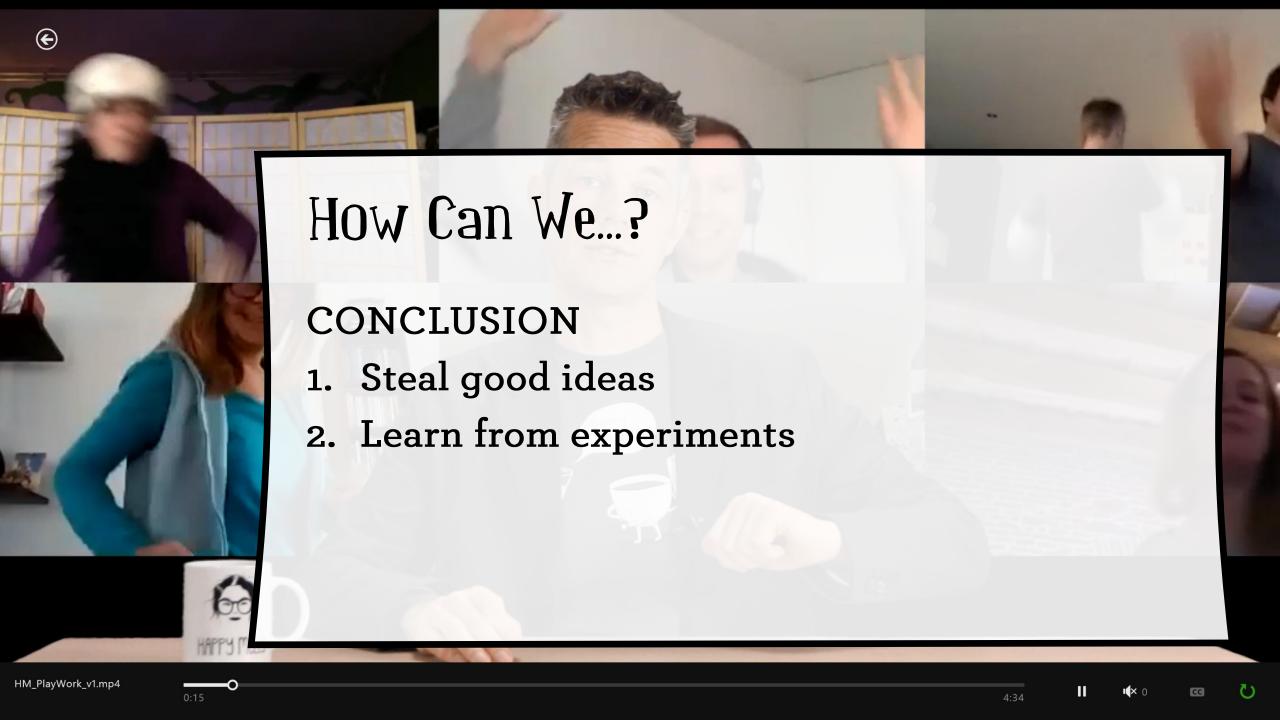
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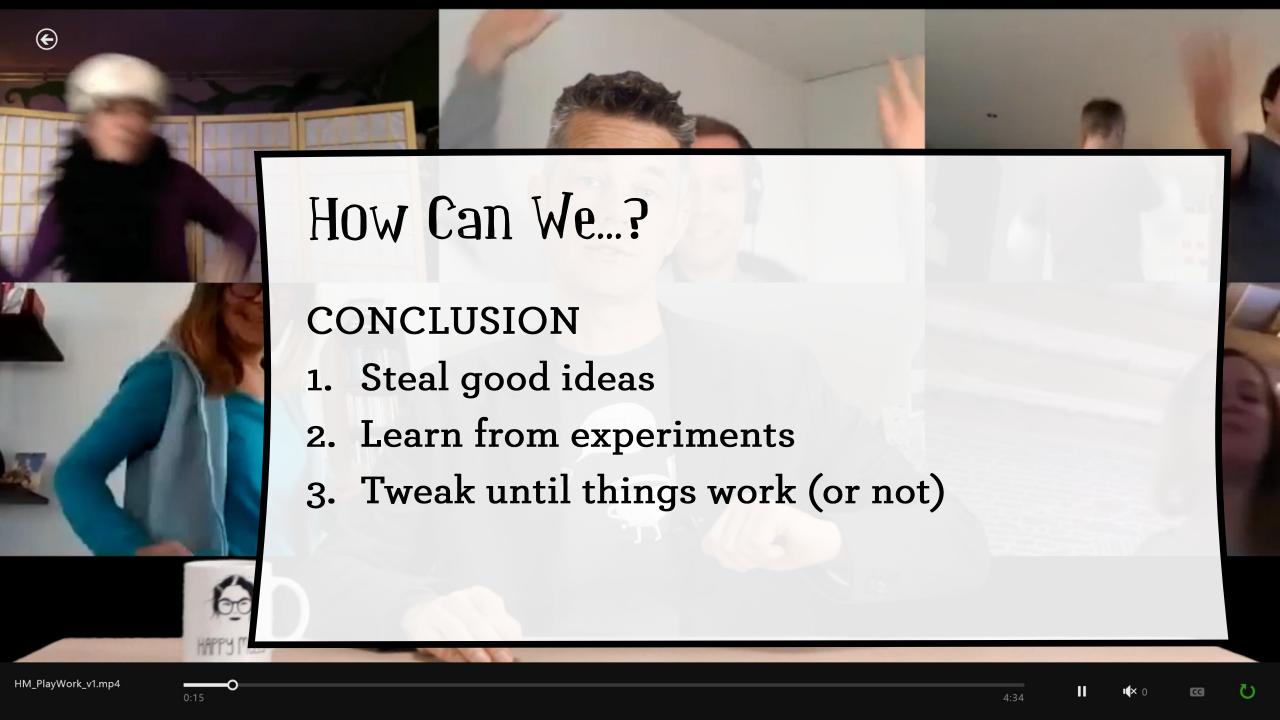


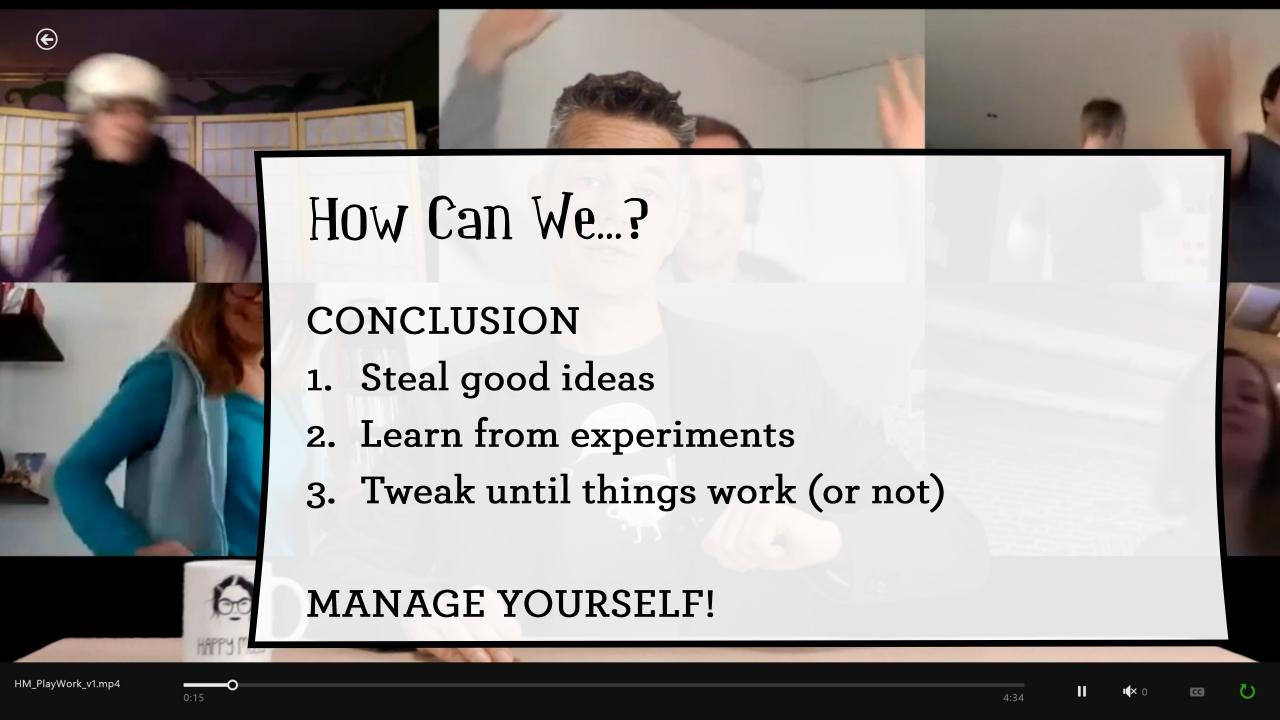


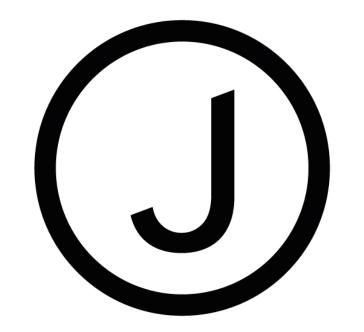












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