

CUSTOMER

TRUTH
Clarity,
transparency,
honesty,
courage to fight

PERFORMANCE
World class
motor and
innovator

LOVE
Colleagues and customers,
products and contents

Harmony
What's in it for me?
More satisfaction.
More innovation.
More success.

Truth
I create an
environment of truth.
Numbers:
searching for truth.

Mastery
I want world class
and am working on it.

Scrum sprints
I'm getting to
world class
step by step.

Gemba Walks
I go for
systematic
GEMBA walks
on a daily basis.

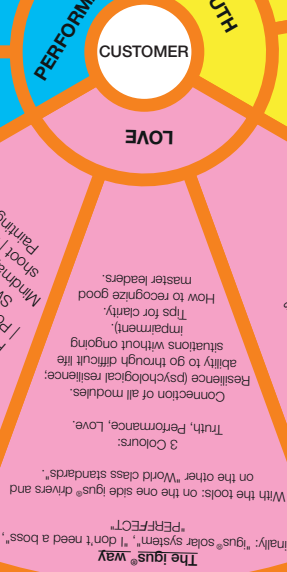
Lean Tools
I use all tools
when necessary.

OKRs
I understand the
value of a few
breakthrough goals
and work on them
in balance with
the KPIs of the
operations.

Servant
Leadership
I serve: colleagues
and customers.

The Iguis® way
I understand the Iguis® way
of the solar system of chaos,
perfectionism and opportunities
and go along with it.
I use the tools and
routines every day.

Creativity tools
I use creation methods
in my everyday life.



The 'Iqus' way
 Finally: "Iqus" solar system, "I don't need a boss",
 "PERFECT"

With the tools: on the one side "Iqus" drivers and
 on the other "World class standards",

3 Colours:
 Truth, Performance, Love.

Connection of all modules:
 Resilience (psychological resilience):
 ability to go through difficult life
 situations without
 impairment.

How to recognize good
 master leaders:
 Tips for clarity:
 being very clear in
 stand Daily tip One

Manius Feedbacks
 Master leaders
 stand Daily tip One

personally
 colleagues and
 customers are
 The best leaders serve:

personal They know their
 traffic: "Serving can
 people and must also taking a
 stand Daily tip One

outside. Only THEN can
 people follow you. Daily
 Tip: Repeat goals in
 front of colleagues.

"And what is the benefit to me?"
 "How much overlap do you have
 from private goals, 'Iqus' goals
 and team goals?" Harmony
 makes you strong and true. It
 will get you safely through
 crises. Harmony within you
 brings CLARITY to the
 outside. Only THEN can
 people follow you. Daily
 Tip: Repeat goals in
 front of colleagues.

Harmony

TRUTH

Mastery
 MASTERY means to improve, to
 strive for perfection in one's
 profession. Leader creates
 connection to world class
 destinations: innovation and
 highest standards. Build a
 team for it. Taking the steps,
 continue to focus on the
 mission, feedback. Daily
 tips: 1. World class goals,
 repeat daily to achieve them. 2.
 Good feedback with
 simple tools: "world
 class picture" on
 cardboard board.

TRUTH
 Truth is the foundation of any team and is
 overseen by the Master Leader. They live it, they
 cultivate it, they expect it from others. Without
 truth there can be no mastery, no servant
 leadership. The most difficult part of Master
 Leadership: Your numbers, KPI's must
 be measurable by you and your
 team and remain very close to the
 truth. You must be versatile and
 be able to make most of the
 decisions yourself, avoid
 creating self-hypnosis.
 Daily Tip: Be a
 TRUTH-SEEKER!

Scrum Sprints
 SCRUM in everyday life, in crisis, in big
 leaps, in standardisation Other AGILE
 methods are lived every day at Iqus®.
 In the agile Scrum process,
 individuals and interactions are
 more important than processes
 and tools. Functioning building
 and responding to change is more
 important than
 following a plan.
 comprehensive
 documentation. Working
 with the customer is
 more important than
 negotiating a contract
 and responding to
 change is more
 important than
 following a plan.

Gemba Walks
 CO-MAINES: "World Class"
 Servant leadership: ME, Iqus®.
 Numbers & Results, and
 Sprints into simple DAILY
 GOALS (rituals). Build
 Gemba routines and
 coaching rituals for it.
 You will be surprised
 how many mountains
 you will move in the
 next years day by
 day.

Lean Tools
 Lean tools are logical, practical
 for excellence. Use the right
 tools for the appropriate
 problems
 (Ips, visual management,
 5S, 7 types of waste,
 value stream mapping,
 Scrum, 8D, Ishikawa,
 5W, 5F0, etc.).
 Use them every
 day. Set your
 goals right: every
 team member
 is a lean
 expert.

OKRs
 Set Objectives and Key Results and
 align with other departments.
 Ambitious and decisive.
 Retrospect good habits,
 especially alignment.
 Balance daily chocs:
 normal Operation with
 KPIs, and OKRs.
 Dedicated teams vs.
 agile change.
 Prepare for
 world
 OKRs, Scrum
 projects and
 class: Scrum
 vision should
 overlay
 repeat

Creativity Tools
 Brainstorming | Copy
 and paste | Web
 research | Paradigm
 Shift | Brainwriting |
 Reverse engineering |
 Brainstorming alone
 and mirrored |
 Brainstorming |
 Future press release
 | Point of new change |
 SMOT analysis |
 Mindmap | Show you
 Sprint Drawing |
 Painting | ...