



Приходите с вопросами, уходите с идеями!
**THE ROLE OF A MANAGER IN SELF ORGANIZED
TEAMS**

Дунья Хейнрих
Director, People EMEA

Introduction - Director, Human Resources EMEA

Joined Red Hat
2006

Current Role at Red Hat
Director, Human Resources EMEA

Roles:

Recruitment Manager EMEA
HRM Central & South Europe & MEA
SR HR Business Partner Sales & Services EMEA

Passion:

CULTURE & DIVERSITY
TALENT EXPERIENCE
CONNECTING TOPICS & PEOPLE
BALANCE STRATEGIC ORG DESIGN & RHT WAY

Interesting fact

Learned Russian in school
Soccer players from FC Bayern München live in my neighborhood



“At the end of the day, when we talk about technology change — whether it’s the Internet of Everything, big data, or machine learning —
it’s really about people and organizational cultures, first and foremost.”

- Dr. David Bray, Exec Director, People-Centered Internet

“Then it’s about how those people
get stuff done together...”

- Dr. David Bray, Exec Director, People-Centered Internet

COMMON BUSINESS PROBLEMS

SPEED OF CHANGE UNCERTAINTY
COMPLEXITY
CUSTOMER LOYALTY
TALENT AMBIGUITY
COMPLIANCE GLOBALIZATION
CONSUMER TRUST PRODUCTIVITY DIVERSITY
REGULATION **INNOVATION**
VOLATILITY

DEGREES OF OPEN

Closed



Open

Siloed

Release early

Release often

Control

Participation

Command

Meritocracy

Hierarchy

Community

Transparency

Free exchange

ROLE OF THE MANAGER

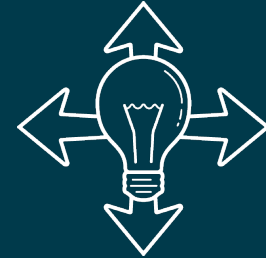
Manager as change leader



**MANAGER
AS A COACH**



**MANAGER AS
ORGANIZATIONAL
CONNECTOR**

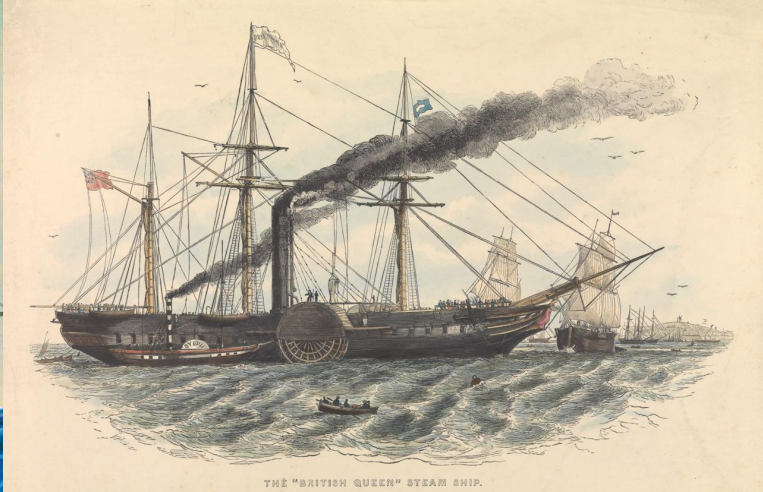


**MANAGER AS CHANGE
AGENT**





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THE "BRITISH QUEEN" STEAM SHIP.

DEGREES OF OPEN

Release early, release often, fail fast, learn

Closed



Open

Siloed

Release early

Release often

Control

Participation

Command

Meritocracy

Hierarchy

Community

Transparency

Free exchange



THANK YOU

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