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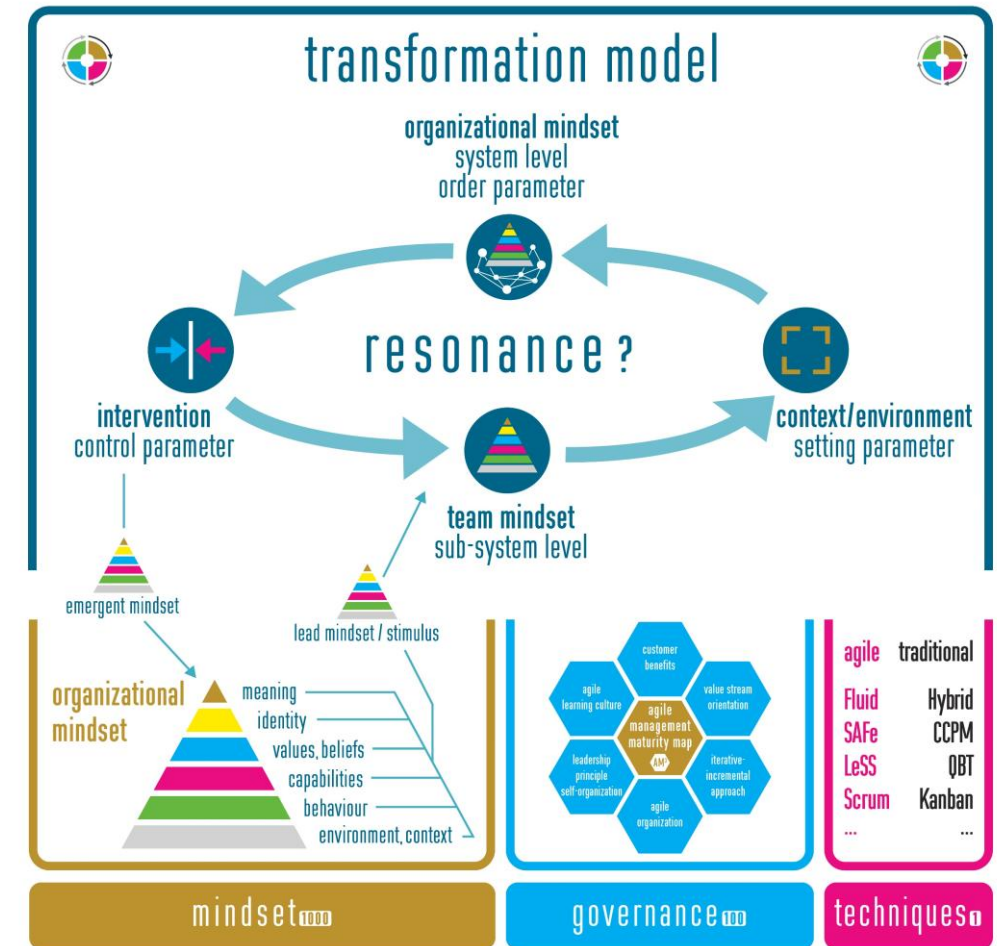
to the **34th IPMA** World Congress

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Agile Management Maturity Map (AM³)

A Systemic Framework
for Agility

Hubertus C. Tuczek & Helge F. Wild



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**Agile:
The
good
times!**

**Agile
Winter!**

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How can we overcome the agile winter?

Agile
Winter!

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Who are we?



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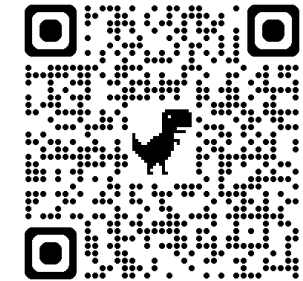
LinkedIn

- Professor of Management and Leadership
- Research in Digital Transformation & Agility
- 25 years in senior management positions in the automotive and aviation industries
- Leadership team, SIG Agile Management (GPM/IPMA)



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- Vice President, Dean, Professor Digital Business
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GPM SIG Agile Management

1. Systemic approach to agile management

2. The six dimensions of agility

3. AM³ Assessment for organization

4. Study on Systemic Agility

References:

- Tuczek, H., Flore, A., Nuhn, H., Schaffitzel, N., Lang, R.: Agile Management Maturity Map AM³ – Reifegradlandkarte für agile Organisationen. In: PMaktuell, Ausgabe 4/2024, S. 32-41
- Tuczek, H., Flore, A., Nuhn, H., Schaffitzel, N.: Agiles Management – ein systemischer Ansatz. In: PMaktuell, Ausgabe 3/2022, S. 53-59
- Tuczek, H., Flore, A., Nuhn, H., and Schaffitzel, N.: A systemic approach to agile management and self-organization for a sustainable transformation of organizations. In: Ronggui, D; Wagner, R; Bodea, C.N. (Eds.): Research on Project, Programme and Portfolio Management. Projects as Arena for Self-organizing. Springer, London, 2021
- Oswald, A. & Müller, W.: Principles of Agile Leadership 4.0.: Management 4.0 – Handbook for agile practices, Release 3.0, BoD, Norderstedt, 2019

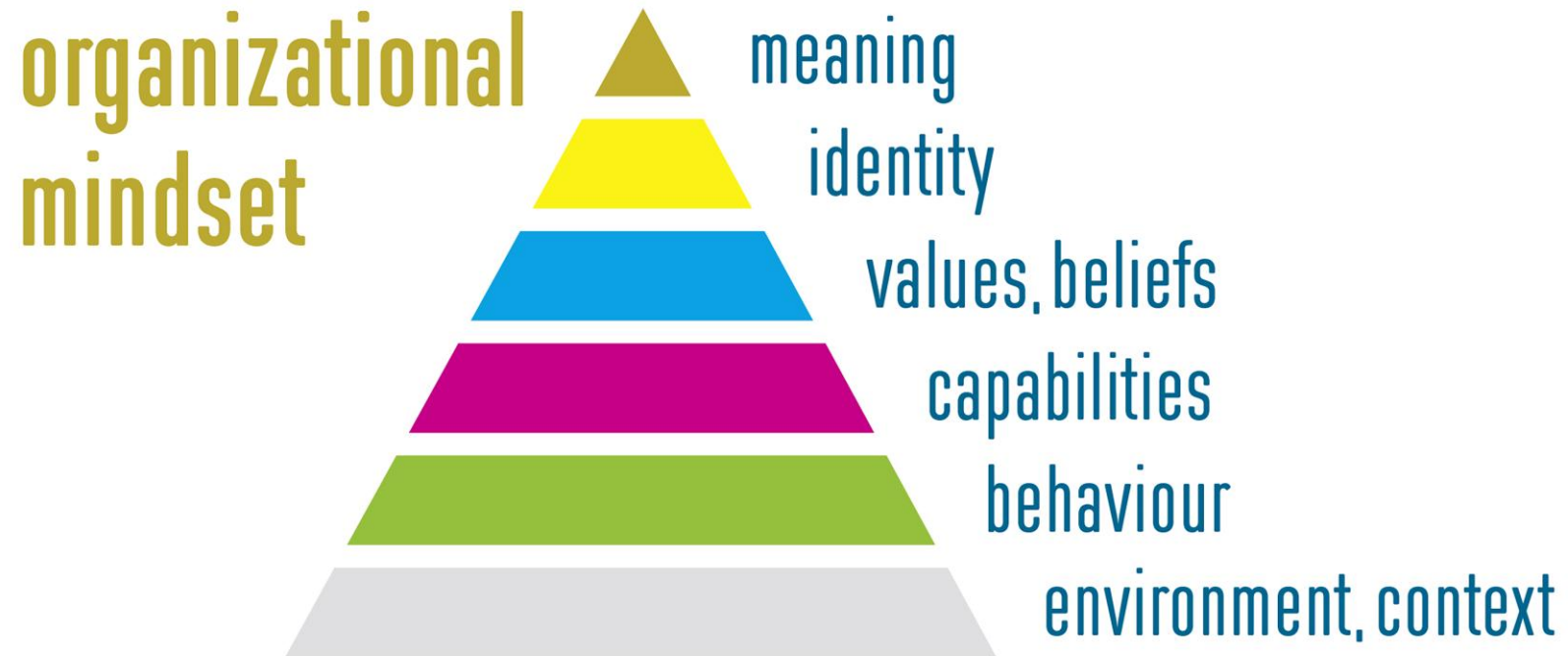
The interaction of the parameters can cause sudden changes in the system status!

self-organisation

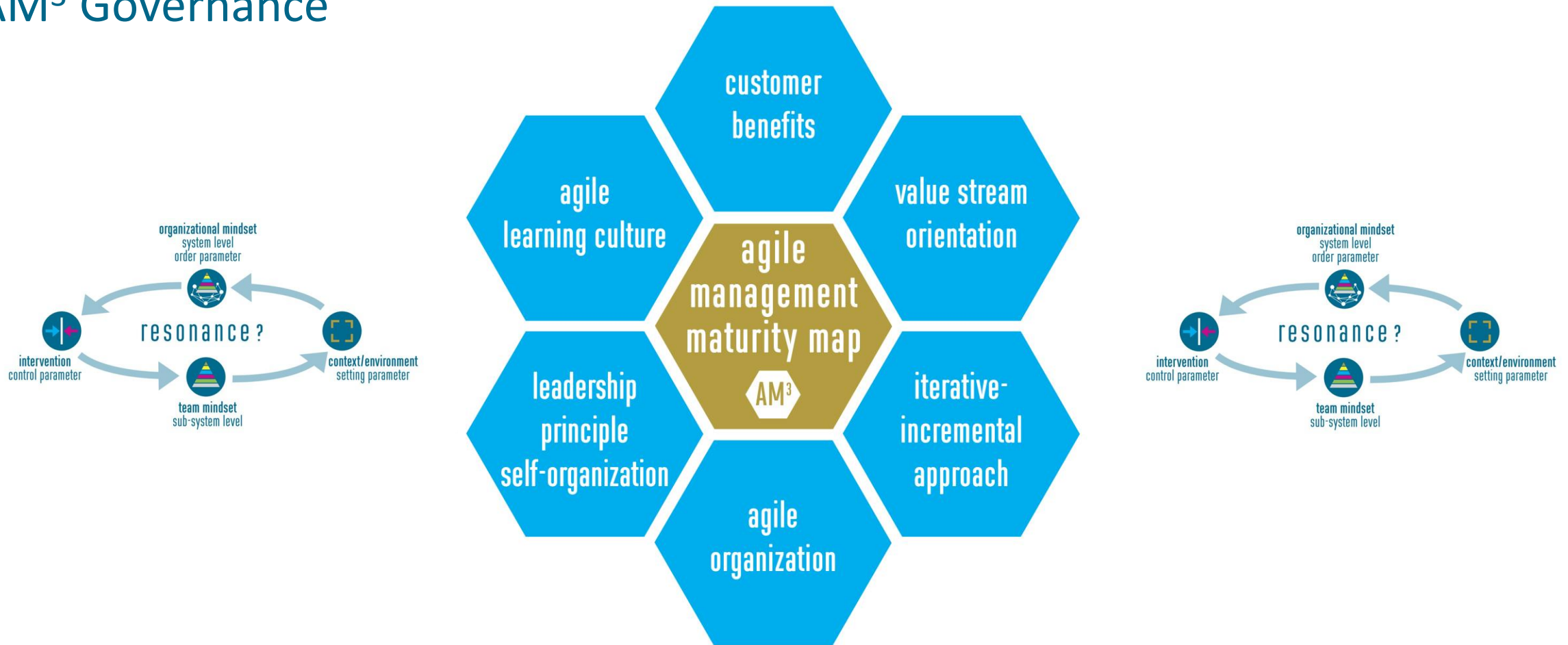
emergence



The agile mindset is the central organising principle for an agile organization!



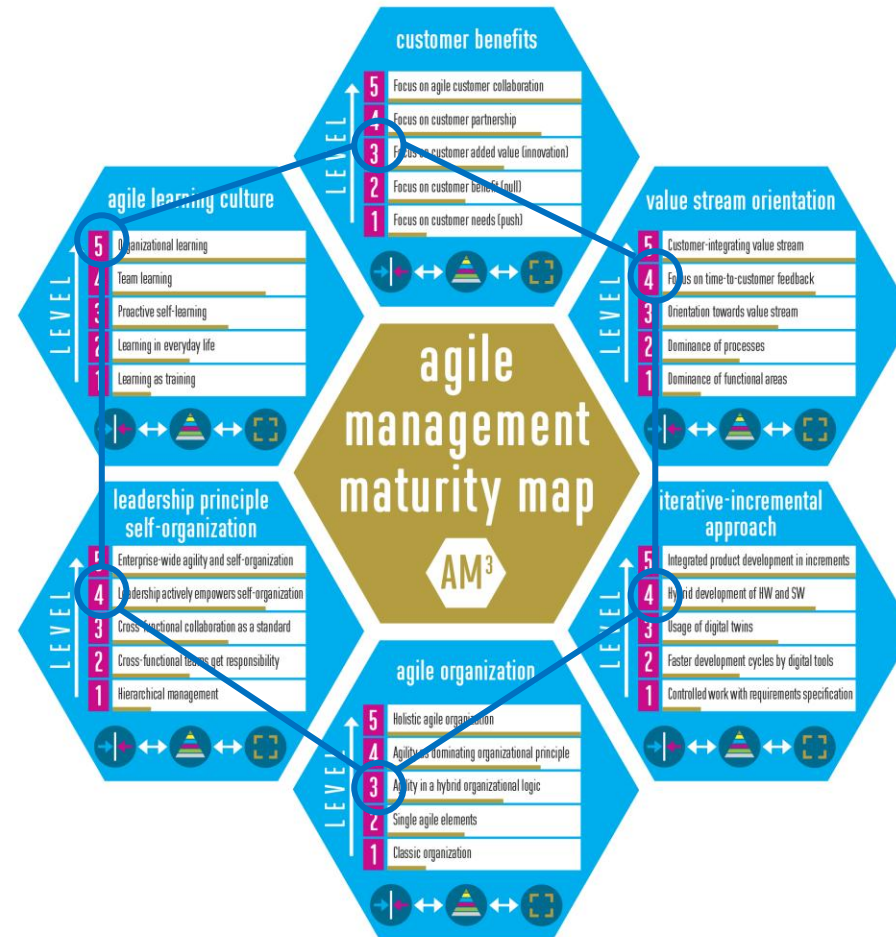
AM³ Governance



The 6 dimensions at a glance

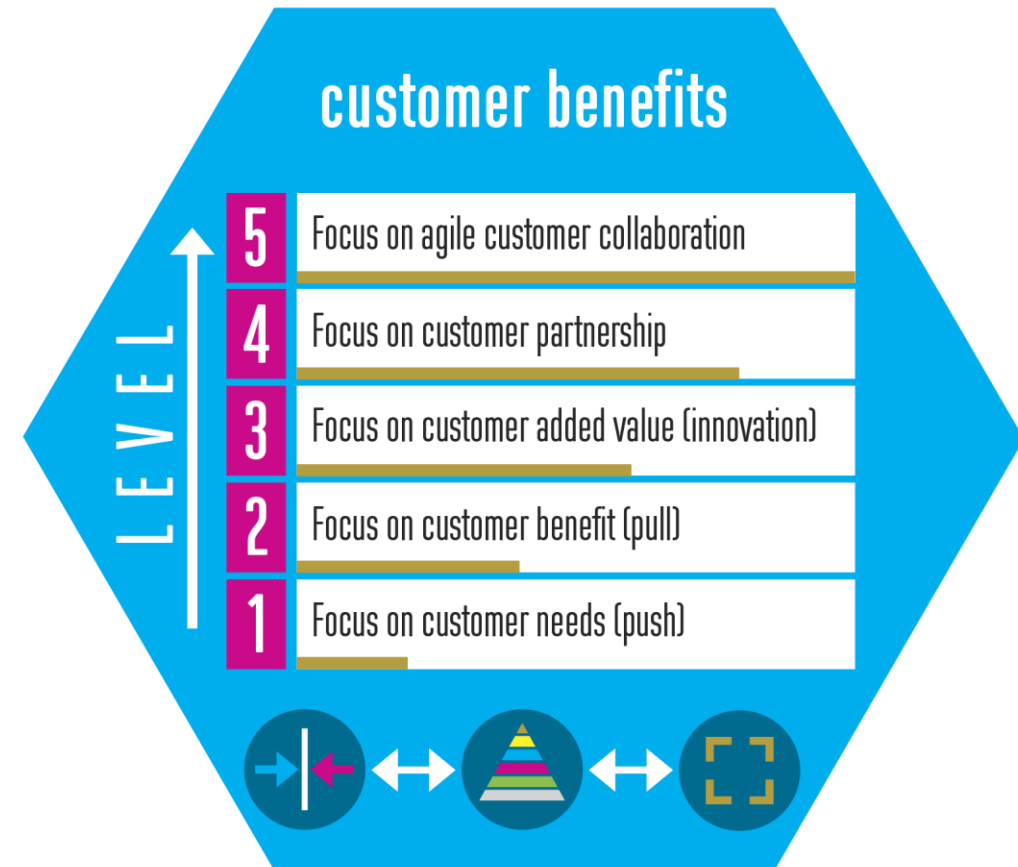
AM³ Governance

Every organisation must
define the relevant target
structure for itself!



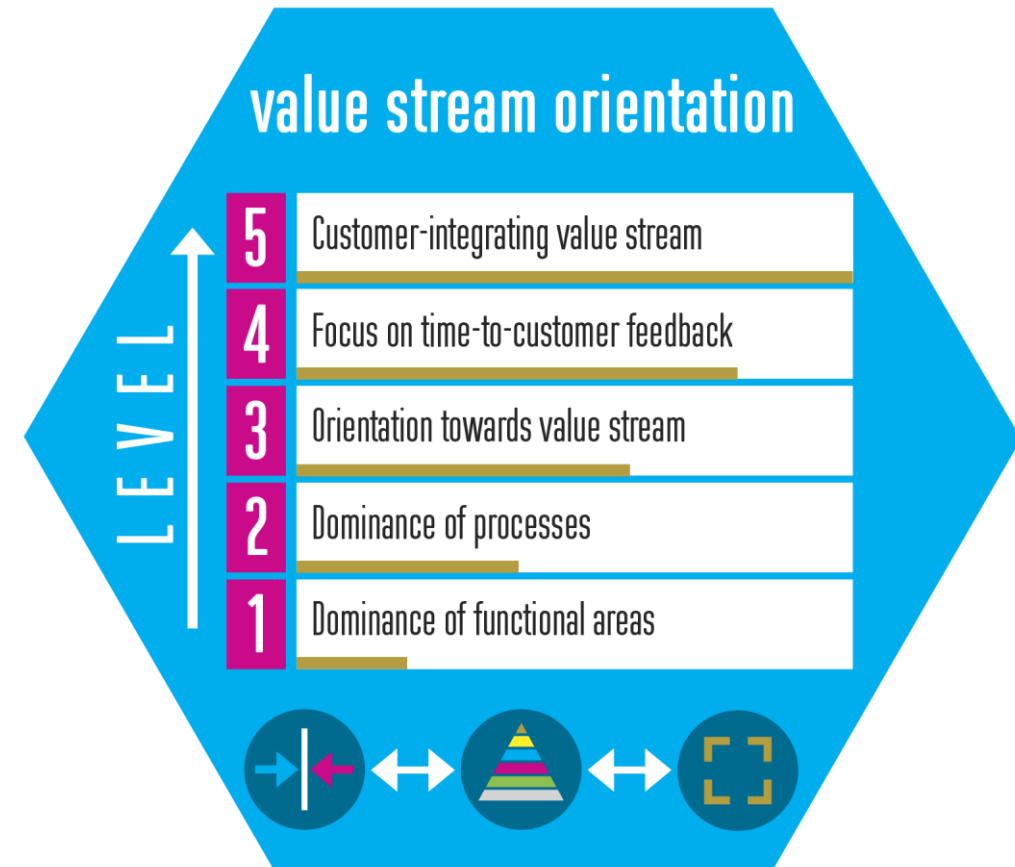
AM³ governance 1

Focus on customer benefits for targeted developments with innovative added value!



AM³ governance 2

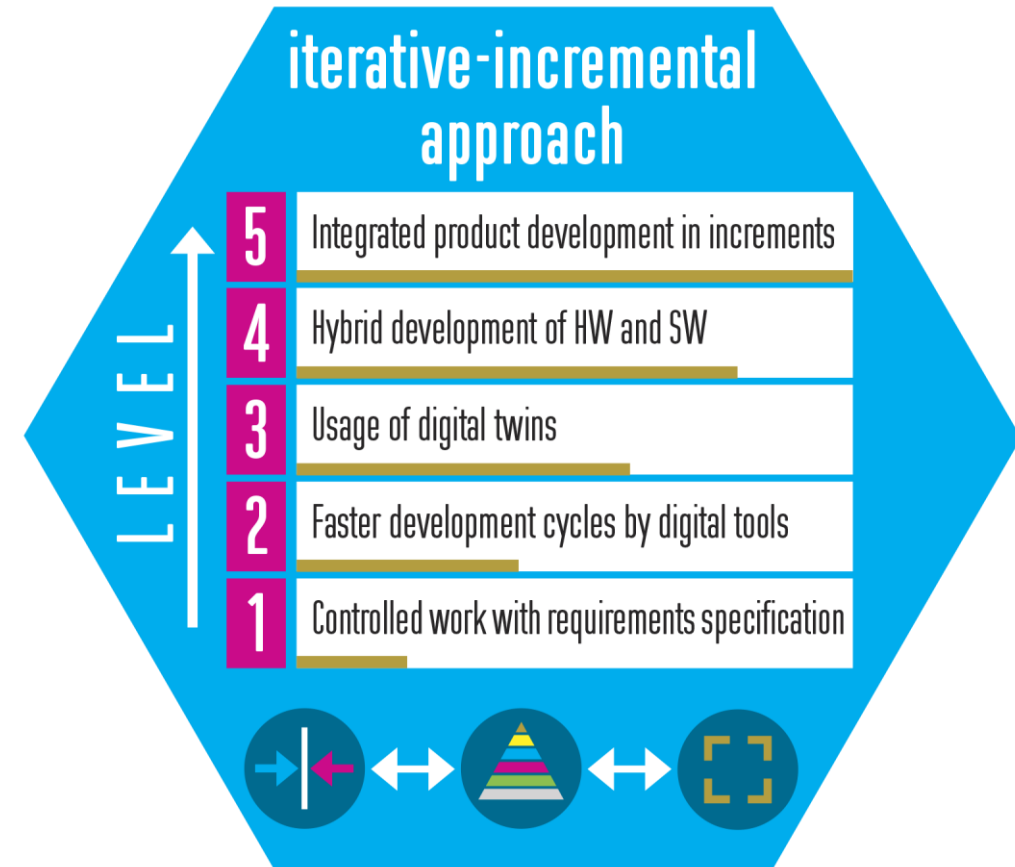
Focus on customer-
relevant value creation
with quick decisions and
market launches!



AM³ governance

3

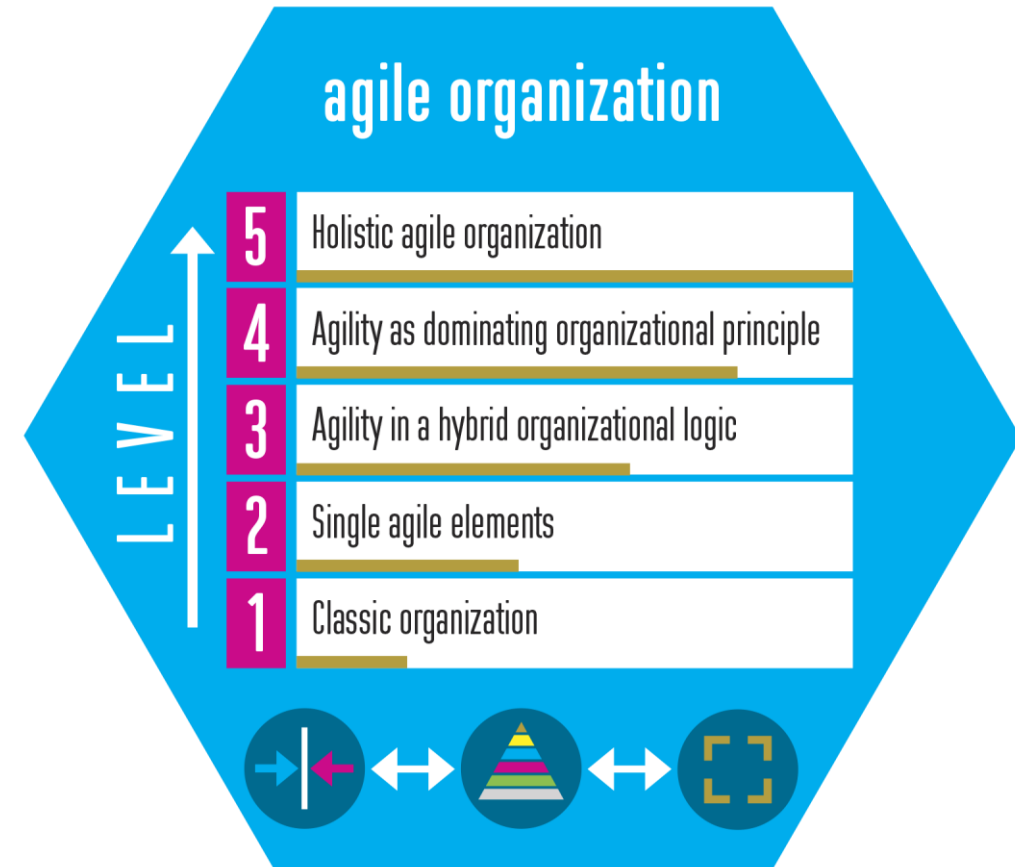
Early feedback and rapid
adaptation to new
requirements!



AM³ governance

4

Quick response to
changes for market-
driven solutions!



AM³ governance

5

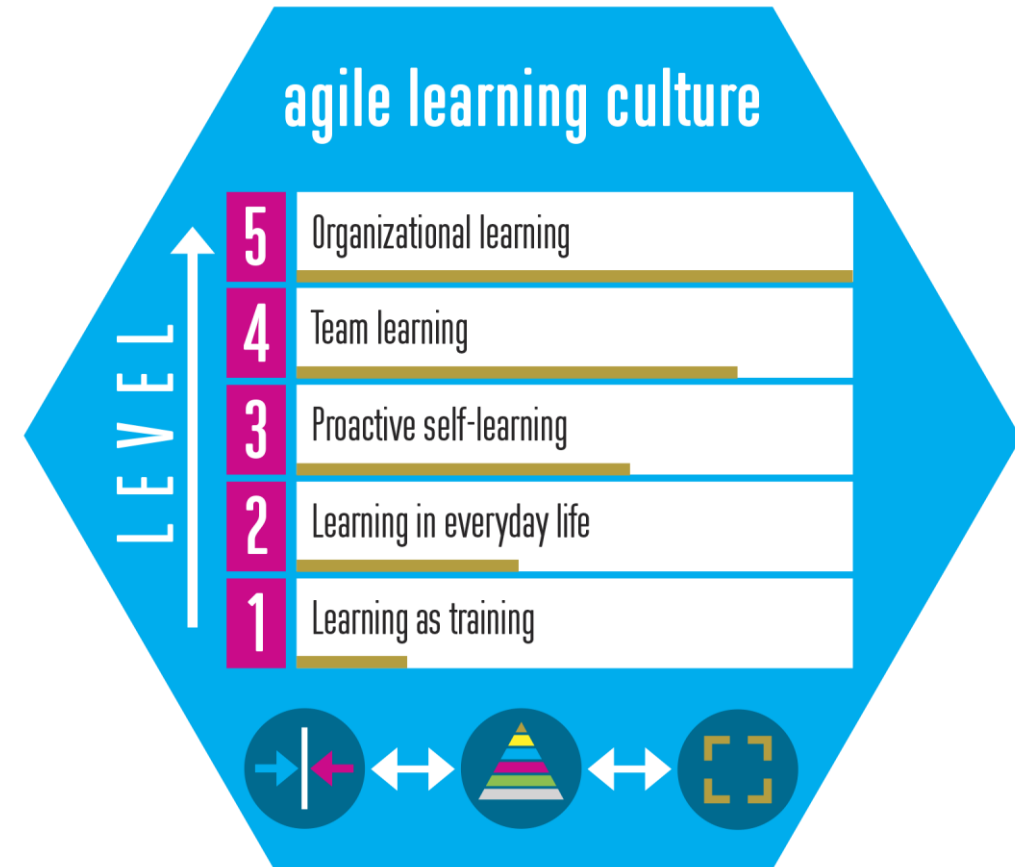
Promoting personal
responsibility for
responsiveness and
innovative strength!



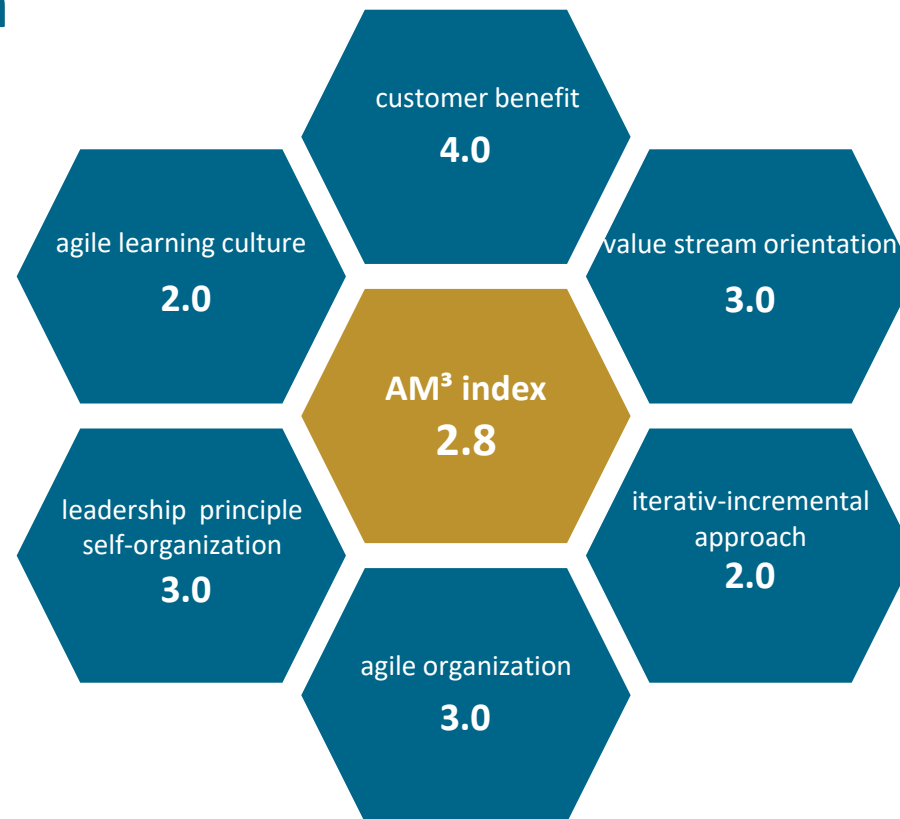
AM³ governance

6

Open feedback and
collaborative learning for the
dynamic development of
individuals and organisations!



The AM³ Assessment provides an evaluation for each dimension and the overall AM³ Index



Additionally, the systemic parameters can be evaluated across dimensions

Agility is THE leadership principle of the future!

... but it is important to find a solution that is tailored to each individual organisation.

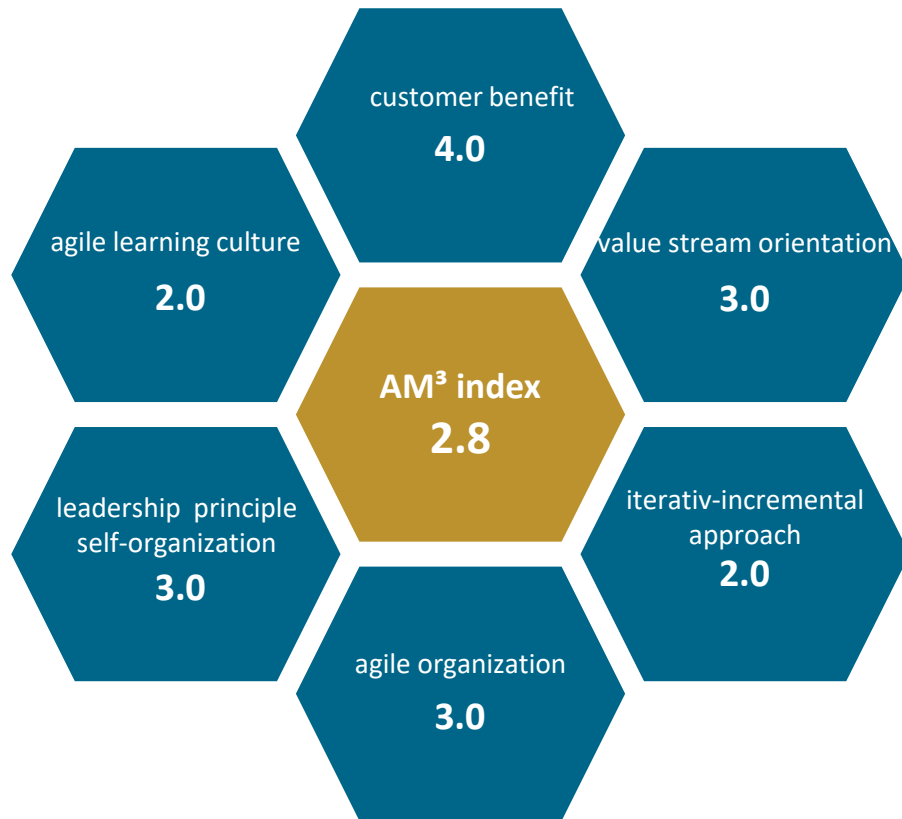


SYSTEMIC AGILITY

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moves
to
new
level!

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