



# niels pflaeging

Speaker on contemporary leadership, complexity,  
transformational change and time orientation

**"Let this man  
speak to corporate bosses everywhere.  
It will be well worthwhile."  
Peter Felixberger, changeX**

**"When Pflaeging  
shakes the dogmas of management,  
they crumble in his hands."  
Financial Times Deutschland**

A photograph of Niels Pflaeging, a middle-aged man with glasses, wearing a dark suit jacket over a light-colored shirt. He is speaking into a lapel microphone and gesturing with his hands. The background is a solid blue color.

**An accomplished speaker and inspiring visionary for all stages and occasions: knowledgeable, lively, spirited, thought-provoking**

Niels Pflaeging is an acclaimed public speaker. He offers progressive content and energy, but also true discourse – on the stage or in group settings. Niels delivers keynotes at conferences, congresses, seminars and corporate events, internationally. Fluent in four languages – English, German, Spanish and Portuguese - he has spoken to small and large-scale audiences in more than 50 countries on all continents.

Presented in a highly energetic, humorous manner, Niels' message hits home with situations that people find themselves in every day in their organizations. Niels empowers them with practical solutions, surprisingly counter-intuitive and proven concepts that aim at profound organizational transformation.

Get Niels as a speaker. Invite him for an impulse keynote. For an in-company session. Have a round-table meeting with him. Or book him for an international keynote tour.

**niels pflaeging**

**"Niels Pflaeging is  
the father of the end of management."  
Winfried Felser, competence-site**

**"We are used to hosting lots & lots  
of presentations and events at Seibert. Niels' keynote  
was easily the best speaking event we ever had."  
Martin Seibert, founder/CEO**



Agile Amsterdam 2017  
Amsterdam, 21.09.2017  
@NielsPflaeging  
@complexitools

# Complexitools

The Blue and the Red –  
and how to make use of Complexitools  
in the agile organization

## Fresh thinking. Inspiring keynotes. Lively sessions. Highly practical advice

Niels Pflaeging is a passionate and thoughtful advocate for a new breed of leadership and profound change in organizations. He is an acclaimed speaker and author of 14 books, founder of the international *BetaCodex Network*, and founder of EdTech firm *qomenius*, based in Wiesbaden/Germany. He is the creator of concepts like *Time-Oriented Software Development (TOSD)*, *Cell Structure Design*, *Relative Targets* and *OpenSpace Beta*.

Niels published 14 books and dozens of articles on leadership and transformation. His second book, *Leading with flexible Targets*, was awarded the Financial Times Germany Best Business Book award. His bestseller *Organize for Complexity* was lauded by critics and readers alike.

Since 2006, Niels has been strongly involved in transformational change initiatives as a short-term and long-term advisor, in firms both in Europe and in the Americas.

Niels not only speaks – he walks the talk.

## “Niels is capable of leading teams

towards an agreed objective. Sometimes warmly, sometimes provocatively, but always intelligently and diligently. How he does that is true art.”

Ingo Koerner, General manager/CFO

## “Boldly, Pflaeging deconstructs

classic management theory and, in a well-humored manner, offers coherent alternatives.”

Harvard Businessmanager



## Sample topics of keynotes and sessions with Niels Pflaeging

*Make time the boss. Get to flow, rhythm and speed with Time-Oriented Work Systems*

*Organize for Complexity. Get life back into work*

*Work the System. Together. Now*

*Decentralize, repeat: Make good use of the new science of leadership:*

*Create the networked company within months – not years or decades*

*Cell Structure Design: Make self-organization and organizational excellence happen*

*Time-Boxed Change. Transform for organizational high performance, fast*

*The Time Smart Developer: Time orientation is the new Agile, for the age of AI*

**"Niels' work is very thought-provoking.**

**I am a big fan after moderating a webinar in which he was the featured speaker. He is a great speaker."**

**Ernie Humphrey, Thought Leader Advocate**

**" His 'Organize for Complexity'**

**is the essential handbook for management in the network era."**

**Harold Jarcho**

A portrait of Niels Pflaeging, a middle-aged man with short brown hair, wearing dark-rimmed glasses, a white button-down shirt, and a dark blue blazer. He is smiling slightly and looking directly at the camera. The background is a textured, greyish-blue wall.

niels pflaeging

Keynotes in more than 50 countries  
Dozens of keynote videos on YouTube  
80+ episodes of his own podcast  
150+ published articles, papers, interviews  
14 books, translations into 7 languages

## Contact

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[Niels' Substack](#) - [Niels' YouTube channel](#)