

AGILE FOR EXECUTIVES TRAINING (CAL-E OPTION*)

Executive and management engagement with people and teams is critical if you want to succeed with agile (simply 'supporting' agile is not enough). Managers and executives are often not included in core training for agile, scrum, and kanban for a variety of reasons. However, this creates a knowledge gap for many, not just in the tactical aspects of agile but also in the mindset and changes that will be required of them for success.

Throughout this course, you will have an opportunity to explore what agile means and its impact on your organization. Instead of a focus on theory that you can read in an article, we will look at the practical aspects of what agile will mean to you. We dig into aspects such as how agility will impact the job of managers, directors, and executives. You will have the opportunity to ask tough questions and raise the questions that no one seems to be able (or want) to answer. We will, although part of the answer involves the class exploring the root causes.

Students should attend expecting to be challenged and to pose challenges to agile ideas, all respectfully. We will consider typical agile leadership myths, the real ROI of agile, what drives success, and why the difference matters.

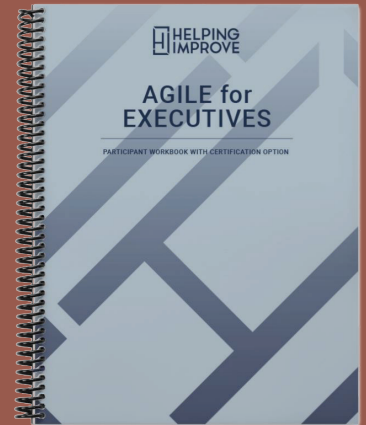
THIS COURSE IS DESIGNED FOR ANYONE WHO

- Wants to know how they can help people and teams in the organization succeed with agile.
- Is being asked to lead teams that are doing agile, but hasn't had the training the teams have.
- Is interested in learning what they have to do to support agile teams and an agile organization.
- Likes what they have heard about agile, but wants to get past theory and understand what it actually means in practice – do you need to change? If so, how?

WHAT TO EXPECT

We take training and learning seriously. We respect the investment of both time and money that you are making to advance your skills. As such, we use the latest training approaches and techniques. We also bring energy and fun to ensure you have the best possible experience and learn as much as possible. In this course, you can expect:

- Brain-friendly training to dramatically increase learning and retention (instructors are Certified Training from the Back of the Room Trainers).
- Opportunities throughout the course to focus on your real-world situations.
- In-depth engagement with your instructors and fellow attendees. If you are looking for a dry lecture (we use zero slides), this class is NOT for you!
- Interactive, fun, and experiential learning – increasing safety and retention – laughing helps learning.
- Challenging work with others that focuses on your real organizational issues.



Contact us to setup a time to discuss your needs, review details about the course, and have any questions you have answered.

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LEARNING OBJECTIVES

- Assess the types of work in your organization and which approaches to managing work best mitigate risk in our constantly changing world.
- Explore the impacts of agile on your organization and what that will mean for you.
- Break down agile and team metrics and learn how and why many common metrics create the opposite of what most people desire and expect.
- Examine the real ROI of agile that goes well beyond simple efficiency.
- Identify how agile, lean, scrum, kanban, and XP relate to each other.
- Assess the impacts of scrum (or kanban) on the organization and which will be most challenging for your adoption of agile (e.g., what functional managers do, how teams are organized).
- Experience the difference between project and product thinking, how they relate, and the cost to your organization of not making decisions.
- Explore how your engagement and communication around different perspectives is the foundation for people and teams to deliver.
- Learn what to expect from people and teams who are practicing agile and what they will expect from you when they raise issues and impediments.
- Explain how your mindset and awareness are important to creating an environment where teams can thrive.
- Evaluate agile leadership myths and their implications for your organization's success with agile, including what myths exist that prevent leaders from succeeding (telling a team "you are empowered" and expecting it will work, etc.).
- Discuss how agility will change the job of managers, directors, and executives and the impact of agile values and principles on executives, business leaders, and stakeholders.
- Critique the concepts and ideas throughout the course and assess the opportunities and challenges of the ideas.

WHO SHOULD ATTEND

Anyone who needs to understand the impact of agile on them, supports agile teams, works with agile teams, or is interested in learning if agile can benefit them in their business area should attend. This course specifically does NOT focus only on software. Many organizations are using agile outside of the software space. Even if your organization is only using agile in software, it will only succeed if others throughout the organization learn agile.

- Executive teams
- Leadership teams, Directors, Managers, Change Leaders, and Organizational Decision Makers
- Key members of Talent/Human Resources, Finance, Purchasing, Project Management Office, Legal, Quality, Coaches, and others who interact with the teams who are, or will be, doing agile
- Anyone who works with people and teams in organizations to help them thrive

DETAILS

Length & Level

- Length: 1-Day. Options are available for 1/2-Day or sessions over multiple days.
- Level: Beginner to Intermediate – this course scales based on students' experience. We evaluate this in pre-training calls.

Course Credit

- 8 PMI PDUs
- 8 Scrum Alliance® SEUs
- *Optional CAL-E (Certified Agile Leadership-Essentials) Certification from Scrum Alliance is available. The CAL-E has specific requirements to meet the certification standard. We typically customize this course for your specific needs and go into more depth on some topics. Contact us to discuss your specific organizations needs to determine if the certification aspect will meet your needs. Certification requires 100% attendance and engagement throughout the course to qualify. Please ask us and we can discuss the details.

Prerequisites

- An open mindset and interest in learning how agile will impact you and your organization (tough questions are always okay as long as you are open to exploring the answers).
- Pre-Work to help attendees come prepared and primed for learning and also allow us to get a bit deeper into concepts and topics.



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