HELPING IMPROVE

LEADING AMAZING TEAMS (LAT) TRAINING

Leaders today face shifting challenges when helping teams succeed in our complex world. With increasing speed, change, and unknowns, leaders can't rely on 'knowing everything' — there is too much happening. While many leaders realize this, acting on it to create an environment where teams can thrive and deliver is not simple. Leaders need to bring new and deeper levels of skill and engagement to meet these challenges.

High-performance is more than a catchphrase, it is a state where teams self-organize to solve problems and deliver value to customers. Self-organizing and self-managing are not the same. The process of helping teams reach and maintain a high-performance state varies from team to team and organization to organization; however, the foundational skills leaders need do not change.
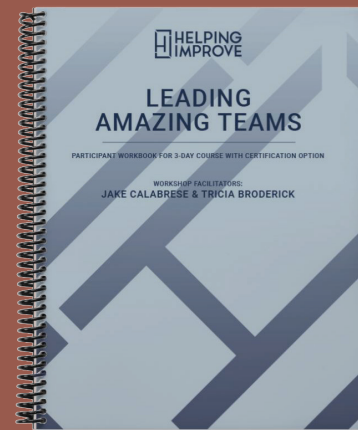
While we want teams to solve many of their own challenges, leaders play a critical part in this process by helping teams continue to improve and develop. Great leaders engage with people and teams to address issues like conflict head-on, helping teams find ways to gain from conflict and improve. They don't have the luxury of telling teams "you are empowered" and walking away – they must do 'just enough' to help teams thrive. This requires leaders to have the awareness and protocols in place to know when they might be limiting the team. Agile Leadership — Leading Amazing Teams brings critical tools, techniques, skills, and ideas from professional coaching, brain-based training, neuroscience, leadership, change management, and much more to help leaders succeed.

THIS COURSE IS DESIGNED FOR ANYONE WHO

- Is tired of leadership theory and wants to learn how to help teams excel and be amazing
- Just wants to help your people and teams and is tired of feeling stuck
- Is looking for a down-to-earth approach to deal with team challenges and issues
- Knows that they might be somehow holding teams back and has a desire to explore this issue and consider new ideas
- Enjoys learning and pushing themselves in a fun and interesting environment, with real exercises based on your real challenges

LEARNING OBJECTIVES

- Understand the connection between leadership and coaching to achieve high performance
- Explain the value of agile coaching and leading with coaching in today's world
- Explore and practice using a coaching framework to find your leadership stance
- Learn to assess the level of coaching a team requires and when to ask for help
- Demonstrate how to kick off a new team and provide them with a foundation for success
- Apply multiple coaching tools and techniques, in various situations, to help individuals and teams create and maintain a high-performing team
- Dispel common Agile Leadership Myths to address real team challenges
- Learn about and practice shifting your mindset to approach leadership challenges from new perspectives that empower teams
- Explore your ability and capacity as a coach and leader and determine what areas you need to improve
- Explore challenges with organizational agility and multiple teams, and opportunities to address those challenges
- Experience new ideas to help teams embrace healthy conflict as normal

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 (CONT.)

- Demonstrate Training from the Back of the Room: brain-based training techniques that you can use as a leader, manager, or coach to help your teams continuously improve

- Apply practices & skills from the field of professional coaching and learn how they are critical to your success as a leader
- Establish and refine a leadership backlog to apply when you return to work

WHO SHOULD ATTEND

- Directors, VPs, managers, development managers, agile coaches, executives, aspiring leaders (with team experience)
- Anyone who is leading teams or groups in an organization
- Leaders involved with helping teams succeed, including leadership teams, delivery teams, Scrum teams, agile teams, etc.

CERTIFICATION REQUIREMENTS

The course meets the learning objectives for the IC Agile's Agile Coaching Certification (ICP-ACC). This class is one of the requirements to receive the certification. To qualify, you must:

1. Complete the class prework.
2. Attend and participate in the entire class.
3. There is not an formal exam, however throughout the course you will be participating using your real experiences and challenges.

If you have ANY certification questions, please contact us and ask – we are glad to help!

WHAT TO EXPECT

We take training and learning seriously. Leading Amazing Teams Leadership TrainingWe 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.
- Two Instructors — Leading Amazing Teams is co-taught by two instructors, providing additional depth and insight, varied experiences and learning opportunities, and real-time lessons around co-leadership.
- Leading Amazing Teams is co-taught by Jake Calabrese of Helping Improve and Tricia Broderick of Ignite Insight + Innovation.

DETAILS

Length & Level

- Length: 3-days + pre-reading assignments
- Level: Intermediate to Advanced (this is not an entry level course)

Course Credit

- 27 PMI PDUs
- 27 Scrum Alliance® SEUs
- ICAgile Certified Professional in Agile Coaching (ICP-ACC)
- Scrum Alliance Certified Agile Leadership – Teams (CAL-T)

Prerequisites

Experience being a leader, manager, agile coach who has worked with or led teams, or an aspiring leader with experience with teams. If you have any questions regarding your experience and your qualification to take the course, just ask!

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