AGILE LEADERSHIP PROGRAM

Completing the Agile Leadership Program turns you into a proper Agile Coach, so you can lead and facilitate your peers and teams, evolving the organization into its agile being.

The practical and hands-on approach of the program allows you to put your learnings into practice the next day. We expect senior professionals to take on a leader coach role and that the time you take to and mentor and coach juniors is proportional to your seniority.

GOAL

The Agile Leadership Program aims to:
- teach you how to fish, not feed you a fish every day;
- secure continuity, resilience and traction in being agile within all levels of your organization, from the board to team;
- bring focus to and propel next steps in agility and leanliness;
- develop and coach those around you to become successful agile and lean practitioners;
- make you comfortable to lead and coach others in helping them to improve on execution and performance;
- understand frameworks, practices, and patterns like SAFe, DAD, Less, Scrum, Kanban, and XP.

6

5

CHANGE
To pioneer, drive, and sustain continuous improvement in such a way that everyone is looking forward to the job.

PARADIGMS
- Catalyze change.
- Create a sense of urgency.
- Exploit change stages.
- Use the CHANGE GAUGE.
- Invert resistance.

FACILITATE
To lead meetings that matter based on principles and practices. To bring out the best in people, and get them energized.

MEETINGS THAT MATTER
- Harvest emergent solutions.
- Elicit breakthroughs.
- Ritualize dissent, assent, and consent.
- Extract value from fear and loathing.
- Recognize a good retrospective.
- Keep retrospectives fresh.
- Signal retrospective anti-patterns.

2

SYSTEM
To maximize throughput and minimize lead time by tuning flows, and queues. To make people take responsibility.

SIMPLEXITY
- Leverage self-organization.
- Increase flow and liquidity.
- Apply SYSTEMS THINKING.
- Educe complex or chaordic systems.
- Evolutionary change organizations using KANBAN.
- OPTIMIZE THE WHOLE.
- Understand system intervention points.
- Set up AGILE CONTRACTs.
- Solve tough issues with the A3 SOLVER.

4

COACH
To boost effectiveness at work by inspiring and developing those around you, so they will flourish and unfold their full potential.

BEHAVIOR
- Personal and group traits and behavior.
- Belbin, MBTI, Spiral Dynamics and others.
- Introspection and retrospection.
- Changing behavior and habits.
- Giving feedback.
- Setting clear personal goals.
- Solving real problems.
- Reaching full potential and autonomy.

1

ALIGN
To get everyone, including management and leadership, on the same page, in the same chapter, in the same book.

AGILE & LEAN
- Fully understand AGILE, LEAN — AGILE MANIFESTO, values, principles, practices and patterns.
- SCRUM — roles, rituals, states, social objects.
- PRODUCT OWNER, SCRUM MASTER.
- Foster STABLE TEAMS.
- Run proper RETROSPECTIVES.
- Ever evolve PLASTIC PLANs.

3

TEAM
To foster productive, stable, sustainable, autonomous, purposeful teams, that show engineering excellence.

PERFORMANCE
- Create a TEAM CHARTER.
- Solicit Purpose, Values, Principles.
- Specify Services, Rituals & Responsibilities.
- Adopt EXPLICIT POLICY.