

## Agile Leadership Workshop

**Length:** 3 Days

**Audience:** Managers and individual contributors who want to lead in an organization defined by rapid change and particularly one transitioning to Lean and Agile methodologies.

**By attending Agile Leadership workshop, Participants will learn to:**

- Lead the organization into the future by identifying and enhancing business value
- Increase the effectiveness of an organization's Lean and Agile initiatives
- Develop an emotional intelligence to overcome resistance to change
- Align and amplify contemporary leadership principles under the umbrella of our Agile Leadership Model

### COURSE CONTENT

#### THE AGILE LEADERSHIP FRAMEWORK

- Finding your leadership style through the prism of established leadership models
- Evaluating prevalent leadership models
- The Agile Leadership Model
- Building your analytical and behavioral skill sets
- Defining the behaviors and values of the Agile leader

#### APPRECIATING DIVERSE ORGANIZATIONAL CULTURES

- Analyzing the characteristics of hierarchal and adaptive structures
- The myth of the broken organization
- Distinguishing complicated, complex and chaotic systems
- Agile and the Fifth Discipline

#### IDENTIFYING BUSINESS VALUE

- Defining your sphere of influence

- Developing organizational mission statements
- Quantifying strategic plans using metrics
- Tangible and intangible business values

#### RECOGNIZING ROOT CAUSES

- Accounting for the planning fallacy
- Determining the effects of complexity on your organization
- The danger of extrapolating the past
- The Innovator's Dilemma

#### EXPLOITING UNCERTAINTY

- Applying the Framework
- Identifying disruptive technologies

#### AGILE DEVELOPMENT METHODOLOGIES

- Dynamic System Development Method
- Agile Project Management (PMI)
- Scrum development methodology
- The domain of traditional methodologies
- The domain of agile methodologies

## **MANAGING RISK**

- Traditional risk management
- Agile risk management

## **CULTIVATING YOUR EMOTIONAL INTELLIGENCE**

- The Emotional Intelligence Framework
- Identifying resistance to change in your organization
- Applying active listening techniques
- Avoiding group think

## **SHARPENING YOUR INFLUENCING SKILLS**

- The importance of a leader's vision
- Finding the balance between logic and emotion in fostering change
- Appreciating the importance of reciprocity
- Building an Agile coalition network

## **EMPOWERING TEAMS AND FOSTERING THEIR SUCCESS**

- Identifying the structural empowerment required for the Agile team
- Implementing the psychological empowerment required for the Agile team
- Bringing leadership to the Scrum meeting
- The reality of the 10x developer

## **PROBLEM SOLVING**

- Measuring the performance of Agile teams
- The importance of strategic thinking in problem solving
- The application of brainstorming to problem solving

## **MAKING DECISIONS IN A COMPLEX WORLD**

- Making the decision right while making the right decision
- Ensuring the "waterfall left hand" knows what the "Agile right hand" is doing

## **IMPLEMENTING YOUR AGILE LEADERSHIP ACTION PLAN**

- Recognizing the importance of action planning
  - Creating your action plan
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