

Leading agile teams with empathy, skill, and heart

The art and science of transitioning yourself into an outstanding agile leader...



This workshop provides a Certified Agile Leadership, Level 1 (CAL-1) certification with the Scrum Alliance.

Leading agile teams might be one of the hardest things you've ever done. That is if you want to do it effectively and congruently. The agile methods have moved beyond hype and novelty to embed themselves in nearly every software company in the world. That's sort of the good news. That these methods are here to stay and have the potential to be a game changer.

The bad news is that it takes a leadership transformation to effectively make agility work. You see, you can't just "go Agile" and not change your leadership style, habits, approaches, and posture. It also requires a culture shift. All of which point to you as a key guide to lead your teams through all of these changes. But there has been a lack of focus on leaders and the requisite leadership skills in agile contexts.

Well, the good news is that this course is intended to address exactly that challenge. And do it in a practical way. Sharing stories, practices, and real world experience in into the dynamics of effective agile leadership. If you are looking to become a skilled agile leader, then this class is a wonderful way to kick-off that journey.



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Key learnings

1. What is the agile mindset, how to adopt it, and how to inspire it?
2. A walk thru Bill Joiner's - Leadership Agility.
3. A quick overview of Scrum, XP, and Kanban thru the lens of the leader.
4. The importance of trust in any agile transformation: downward, upward, and outward trust.
5. The evolution of agility from a management and technology perspective – why agile?
6. We'll spend ~20% of the workshop focused towards developing your coaching skills; practicing coaching conversations throughout.
7. We'll also spend a considerable amount of time on communicating the vision, mission, WHY, behind agility. Exploring how
8. How to become a better storyteller as a leader and the impact that narrative can have in agile contexts.
9. How to create agile supportive organizational structures.
10. The dynamics of agile at-scale exploring: models, frameworks, networks, and simplicity.
11. What does high-performance agility "look like"?
12. Effective agile metrics – what, how, and from where.
13. How to approach "governance" within agile contexts.
14. Approaches for strategically guiding organizational change; including agile transformation.
15. Effectively structuring and leading distributed teams.

Link to the [more detailed CAL learning objectives](#) on the Scrum Alliance website.

Schedule

The class is a 2 ½ days in length. We've structured it that way to thoroughly cover the 17 contact hours required for the CAL certification. Classes will run from 9am – 5pm each day, with a full hour for lunch. On the third day, class will end at 12noon.

Day 1	Day 2	Day 3
<ul style="list-style-type: none"> • The WHY Behind Agile • Agile Methods History • Leadership in an Agile Context 	<ul style="list-style-type: none"> • Leading in Agile Contexts (cont.) <ul style="list-style-type: none"> • Creating the Agile Organization • Leading thru Change 	<ul style="list-style-type: none"> • Leading thru Change (cont.) <ul style="list-style-type: none"> • Close

There are about 1-2 hours of class prerequisites that will be emailed to you 2-3 weeks before the start of the class. There will also be the opportunity for two post-class follow-up sessions.

One will be a Q&A session related to any class items that we weren't able to cover to your understanding. The other will be a 1:1 coaching session related to your ongoing agile leadership journey. Both are "optional" and not directly related to certification.

Materials

You will receive a workbook of course materials and a notebook for capturing your class experiences.

You will also receive a copy of Bob's book – Agile Reflections, which contains many stories and examples of agile leadership and agile teams in action.

Attendee Profile

The CAL is focused towards leaders and managers. Line managers and up will gain value from the class. As would senior ScrumMasters and agile coaches. In addition, senior product managers or product owners would also gain value. The sweet spot for the class is a company's entire cross-functional leadership team engaged in an agile transformation. The broader the representation, the better.

Pricing

Regular pricing is \$2,500 per attendee. Discounts are available for private classes and group attendance at public classes. We usually offer an Early Bird discount for public classes.



Your Course Director

Bob Galen has held senior leadership roles within software development organizations since the early 1990's. Always a student of leadership, he's been on the forefront as management and leadership techniques have moved towards "the team". An early adopter of agile methods, Bob has had in-the-trenches experience in building three successful agile technical organizations that have served as models of "agile done right".

Bob has broad and deep experience leveraging Extreme Programming, Scrum, and Kanban, having been a practitioner since the late 1990's. In 2013, Bob became one of ~90 CEC level coaches with the Scrum Alliance. He coaches cross-organizationally around the world in helping clients achieve improved performance. Often called a "Coach of Agile Coaches", Bob has included his deep and pragmatic experience in this class. You'll leave with the skills, knowledge, ideas, and tactics to accelerate your agile leadership journey.