Certified Agile Leadership

Course Summary

Description

Advanced education for leaders, executives and change agents creating Agile environments. Graduates will receive the Certified Agile Leadership (CAL 1) designation from Scrum Alliance®.

Objectives

By the end of this course, students will be able to:

Students will learn about organizational growth - how you may foster lasting change in your organization. Key is understanding how it invite change in a complex system. Students will also learn about leadership - how you may show up more effectively, and how to help others.

Topics

- Leadership & Organizational Models
- Leadership Development
- Organizational Growth

Audience

There are two main audiences that are addressed by this training: organizational leaders and organizational coaches. The principles and practices of organizational culture and leadership are the same regardless of your role. Organizational leaders include executives, vice presidents, directors, managers and program leads. Organizational coaches include Agile coaches, HR professionals, management consultants and internal change leaders.

Prerequisites

There are no prerequisites for this course.

Duration

Two days
16 PDUs
Certified Agile Leadership

Course Outline

I. Leadership & Organizational Models
   A. Theory X - Theory Y: Models of human behavior that is implicit in various types of management systems.
   B. Management Paradigms: Contrast of Traditional "Modern" Management practices with Knowledge worker paradigm.
   C. The Virtuous Cycle: Key drivers of success emergent across different high-performance organizational systems.
   D. Engagement (Gallup): Gallup has 12 proven questions linked to employee engagement. How can we move the needle?
   F. Teal Organizations: Explore what Teal Organizations are like.

II. Leadership Development
   A. Leading Through Culture: How to lead through culture so that innovation and engagement can emerge.
   B. VAST - Showing up as Leaders: VAST (Vulnerability, Authentic connection, Safety, & Trust) guides us in showing up as more effective leaders.
   C. Temenos Trust Workshop: Build trust and charter your learning journey. Intro version of 2 day retreat.
   D. Compassion Workshop: How to Use Compassion to Transform your Effectiveness.
   E. Transformational Leadership: See how we may "be the change we want to see" in our organizations.
   F. Leading Through Context: How to lead through context so that innovation and engagement can emerge.
   G. Leadership in Hierarchy: Hierarchy impedes innovation. Listening and language tips to improve your leadership.

III. Organizational Growth
   A. Working With Culture: Given a Culture Gap. What moves can we make? Work with Culture or Transformation.
   B. Complex Systems Thinking: Effective change is possible when we use a Complex Systems model.
   D. Healthy "Agile" Initiatives: How to get to a healthy initiative. How to focus on the real goals of Agile and clarify WHY.
   E. People-Centric Change: The methods we use to change must be aligned with the culture we hope to foster. How we may change in a way that values people.
   F. Transformation Case Study: Walkthrough of how a transformation unfolded with a 100 person internal IT group.