



agileXecutive

MANAGE THE CHANGE

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Guided Learning: Mentoring Program for Change Agents

Purpose:

The goal of the program is to build a professional highly qualified group of Change agents / Agile coaches / Scrum Masters that are knowledgeable both with advanced theory and practice.

The participants will be trained to become facilitators and coaches that are able to lead the organization transformation towards Agility in all levels.

Program Plan:

I. Certification course: Professional Scrum Master

The main themes of these class are:

- Deep learning of the Scrum Framework - what are the elements of Scrum, how they can support the Agile transformation and how to use the Scrum Values to make these elements true source for inspection and adaptation.
- Practice the role of the Agile coach as a change agent throughout case studies simulations and enrich the change agent toolbox.

II. Monthly half day workshops

- a. Introductions and learning the Scrum Values
- b. Leveraging the Daily Scrum and the Sprint Retrospective
- c. The Sprint Planning and the Sprint Review
- d. crafting the Product Backlog
- e. Long term planning in Agile
- f. Agile KPIs for success
- g. Optimizing the flow of Work with Kanban practices
- h. Agile Leadership: the role of a leader as a change agent
- i. Facilitation techniques and coaching skill
- j. Closure

Following each session, the participants will get an assignment that they will have to do with their teams. The assignments will be used as practice for the learning that took place in the session. The outcomes of the assignment will be documented and reviewed by providing feedback. The following session will begin with an overview of the assignments and the learnings that were achieved.

Participants commitments during the program:

- ✓ Attend and actively participate in all the workshops.
- ✓ Work and document the assignments in a timely manner.

The program includes:

- ✓ Monthly session (preferably on site)
- ✓ Personal feedback for the assignments in writing
- ✓ Personal coaching and support for the program participants
- ✓ Program certification by agileXecutive