

**Agile Leadership and Advanced Facilitation**

**Course Number:** AGL-194
**Duration:** 2 days

**Overview**

Do you want to boost your team's productivity and engagement? This Agile Leadership and Advanced Facilitation training course teaches participants how to create an actionable plan to build a hyper-productive team. Attendees gain an understanding of the Agile mindset from a leadership perspective to create outcome-based goals using the team ownership model.

**Prerequisites**

All students should be familiar with Agile and have leadership experience.

**Materials**

All Agile training attendees receive comprehensive courseware.

**Software Needed on Each Student PC**

For in-person deliveries, attendees do not need computers for this course. We will provide full classroom setup instructions that will include seating in small groups, with supplies such as flipcharts, sticky notes, markers, and pens for the attendees and a projector and Internet connection for the instructor's laptop.

Online deliveries for this interactive training will use an online meeting platform (such as Zoom, WebEx, GoTo, or Teams) to have face-to-face contact online, including the use of breakout rooms for group activities.

**Objectives**

* Understand evidence-based leadership
* Form and evaluate hypotheses by running short, focused experiments to make progress toward desired outcomes
* Set, inspect, and adapt goals (learn how organizations seek and progress toward their goals in a complex world using empiricism)
* Establish and align goals
* Understand the four steps to breaking down the barriers to change
* Discuss factors that cause dysfunction and hinder mega-outcomes

**Outline**

* Introduction
* Leaders Who Serve: The Foundation of Agile Leadership
* Agile Leadership vs. Traditional Management Leaders
* What is an Agile Culture?
* 4 Pillars of Agile Leadership
	+ Servant Leadership
	+ Situational Leadership
	+ Psychological Safety
	+ Mentoring
* Learning about Self-Managed Teams
* Empowerment Circle
* How do you Stimulate an Agile Culture?
* Understanding the Four Mega-Issues and Four Mega-Outcomes of Organizational Culture
* Psychological Safety: The Deep Dive
	+ 4 Stages of Psychological Safety
		- Inclusion Safety
		- Learn Safety
		- Contributor Safety
		- Challenger Safety
	+ Measuring Psychological Safety
* Becoming a team cultural architect
* Influencing Change: The Agile Leader Toolkit
	+ Ownership Model
	+ Maturity Model
	+ Focus Modes
* Agile Leader Levers
* Dimensions of Leadership Overview
	+ Co-Creator
	+ Facilitator
	+ Innovator
	+ Culture Leader
* Dimensions of Leadership: Tools
	+ Five Point Goals
	+ The Culture Map
	+ Communication Styles
	+ Delegation Boards
	+ Mobius Loop
* Conclusion