



GLOBAL
INDUSTRIES
INTELLIGENCE

AGILE LEADERSHIP AND STRATEGY

COURSE OUTLINES

This course focuses on equipping leaders with the tools and mindset necessary to lead in an agile environment. It covers how to apply agile principles and practices at the leadership level

DAY 1: INTRODUCTION TO AGILE LEADERSHIP

- **Understanding Agile Leadership**
 - What is Agile? Key principles and values
 - The role of a leader in an agile environment
 - Agile leadership vs. traditional leadership: Key differences
 - Building a culture of trust, transparency, and collaboration
- **Agile Mindset and Leadership Traits**
 - Developing the agile mindset: Focus on flexibility, collaboration, and continuous improvement
 - Core leadership traits for agility: Empowerment, resilience, adaptability, and servant leadership
 - Leading through change and uncertainty: Tools and techniques for navigating challenges
 - The importance of emotional intelligence in agile leadership
- **Self-Assessment of Leadership Style**
 - Identifying your leadership style and its compatibility with agile practices
 - Reflective exercises to understand your leadership strengths and areas for improvement
 - Developing a growth plan for becoming an agile leader

DAY 2: AGILE LEADERSHIP PRACTICES AND TEAM DYNAMICS

- **Creating and Leading High-Performance Teams**
 - Building cross-functional teams: Roles and responsibilities in an agile team
 - Encouraging collaboration and ownership among team members

- Techniques for fostering accountability and motivation in teams
 - Empowering teams through servant leadership
- **Leading Change with Agile Practices**
 - Understanding how to lead change with agility in mind
 - The role of leadership in facilitating agile transformations
 - Overcoming resistance to change and managing organizational inertia
 - Using agile tools like Kanban, Scrum, and Lean to improve team performance
- **Fostering a Growth and Learning Culture**
 - Creating an environment that encourages experimentation, feedback, and learning
 - The importance of a continuous improvement mindset
 - Building a safe environment where failure is viewed as an opportunity to learn



DAY 3: AGILE STRATEGY AND VDECISION-MAKING

- **Introduction to Agile Strategy**

- Understanding how agile strategy differs from traditional strategy
- Building a flexible and responsive strategic framework
- Using agile practices to align strategy with ever-changing market conditions
- Setting short-term and long-term strategic goals with agile methodologies

- **Strategic Decision-Making in an Agile Environment**

- Adapting decision-making processes to agile practices
- Decision-making frameworks like OKRs (Objectives and Key Results) and Lean Startup
- Prioritization techniques for strategic decisions: MoSCoW, Weighted Scoring, and Impact vs. Effort
- Balancing short-term goals with long-term vision in a dynamic market environment

- **Aligning Strategy with Organizational Agility**

- Structuring teams and departments for agility at all levels of the organization
- Using agile frameworks to ensure alignment across strategy, execution, and performance
- Measuring and adjusting strategy based on feedback and changing circumstances

DAY 4: LEADERSHIP IN SCALING AGILE AND ORGANIZATIONAL TRANSFORMATION

- **Scaling Agile Practices Across the Organization**

- Approaches to scaling agile: SAFe (Scaled Agile Framework), LeSS (Large-Scale Scrum), and Spotify model
- Leading agile at the enterprise level: Best practices for scaling agile practices across teams, departments, and divisions
- Overcoming challenges when scaling agile in large organizations

- **Agile Transformation and Organizational Change**

- Understanding organizational culture and its role in agile transformation
- Leading an agile transformation: The key phases and steps
- Role of leadership in fostering an agile transformation mindset across all levels
- Engaging stakeholders and managing resistance during transformation

- **Agile Governance and Risk Management**

- Rethinking governance and compliance in an agile context
- Managing risks through iterative development and continuous feedback
- Using agile metrics and KPIs to measure and monitor performance and risk

DAY 5: LEADING AGILE IN PRACTICE AND APPLYING STRATEGIES

- **Real-World Application of Agile Leadership**

- Case studies on successful agile leadership and strategy implementations
- Group discussions on real-world challenges in agile leadership
- Role-playing exercises on handling key leadership challenges in agile organizations



- **Creating an Agile Leadership Development Plan**
 - Creating a personal action plan for continued leadership growth and agility
 - Identifying areas for improvement and setting short-term and long-term goals
 - Aligning leadership development with organizational agile strategies
- **Building Resilience and Long-Term Agility**
 - Leadership tools for maintaining resilience in high-pressure environments
 - Developing an agile mindset to anticipate and adapt to future challenges
 - Maintaining agility in an organization while fostering long-term vision and stability

ADDITIONAL COURSE DETAILS:

- **Target Audience:**
 - Senior managers, executives, and leaders who are responsible for guiding their teams or organizations through agile transformations.
 - Individuals seeking to integrate agile practices into leadership roles, drive change, and improve organizational agility.
 - Project managers and team leaders working in agile environments
- **Learning Methodology:**
 - This course uses a combination of lectures, interactive workshops, group discussions, case studies, and real-world applications. Participants will have hands on experience with agile tools and practices, including Scrum, Kanban, and Lean principles, and develop an understanding of how to apply these tools strategically at the leadership level. By the end of the course, participants will have a deep understanding of how to lead agile transformations, create agile strategies, and build high-performing, adaptable teams and organizations.