Catapult Your Leadership Capabilities Using Agile Principles

Instructor(s): Steven Martin
Pre-work: None

Length: 2 days
CEUs: 1.4 / See below for PDU breakdown

Level: Intermediate
Primary Topic: Leadership Development
Subtopics: Agile, Leadership, Leading Project Teams

Course Description:
With self-organization and self-management as core concepts for agile-run projects, it's no wonder there is confusion with the role of a project manager, portfolio manager, or PMO. Agile frameworks typically provide no guidance to people who usually have had leadership responsibilities, even though leaders have a critical role for project success. Understanding how to operate effectively as a leader in agile not only helps teams better deliver, but also enables the organization to adopt and apply agile concepts more smoothly. This drives longer lasting benefits and greater project successes.

Through hands-on exercises, group learning sessions, and a case study from an actual large-scale software project, attendees will understand how they and their teams could be working better by applying agile principles. Learn how to adjust your actions as a leader to help create the right conditions for higher impact projects with less churn and stress. Furthermore, concepts learned will also enable agility to take greater hold both within your teams and across the organization.

Learning Objectives:
Upon completion of this course, participants will be able to:
- Recap core agile and scrum concepts, to set a stage for leadership discussions
- Discover how leadership and managing projects changes in agile and hybrid organizations
- Learn importance of *7 Agile Leadership Principles* and explore how they apply to projects
- Determine action plan for what they should do differently as a project manager, portfolio manager, or leader of their PMO

AGENDA
1. Introduction
   a. Course overview and how we're going to run the course (interactive, highly participatory, task boards, etc.)
   b. *Howdy, neighbor (interactive icebreaker with hidden purpose – to demonstrate key agile principles leaders should know/have)
   c. *Dear Abby…
2. What are the Challenges Today as a Leader in Projects?
   a. *7 problems experienced by leadership
   b. Statistics/studies of what's wrong in projects
   c. Volatility, uncertainty, complexity, and ambiguity (VUCA)
   d. Agility vs agile, and how leaders enable agility
3. Core Agile Concepts
   a. Why should we care about an agile mindset?
   b. *Agile manifesto recap
   c. *12 core agile principles
   d. Optional: Scrum recap (brief review of scrum roles, ceremonies and artifacts)

4. Understanding Your Role as a Leader Today
    a. Servant leadership (Greenleaf)
    b. *"Roles and responsibilities as leader" exercise – part 1
5. Motivation
    a. Presentation and discussion of short video of Dan Pink's book, *Drive*
    b. *Motivation in your teams/organization exercise
6. Leadership Agility
    a. Discuss the "5 levels of leadership agility" (Joiner & Josephs) in times of rapid change
    b. *Where is your leadership level now? What's needed to get to next level?
7. Creating the Environment
    a. Discuss highlights from Marquet's book, *Turn the Ship Around!*
    b. *What's your environment?
8. Five Practices of Exemplary Leadership
    a. Discuss *Five Practices of Exemplary Leadership* (Kouzes & Posner)
    b. *The principle cakewalk
9. Leadership Scenarios: Apply What You've Learned to Various Leadership Challenges
10. Next Steps
    a. *" Roles and responsibilities as leader" – part 2
    b. Spheres of Influence
    c. *" Roles and responsibilities as leader" – part 3
    d. *Setting a plan for your next steps at your organization
11. Wrap-up
    a. Final Q&A
    b. *Hopes & wishes closeout activity

Professional Development Units (PDUS) are one-hour blocks of time spent learning, teaching others, or volunteering. By attending this SeminarsWorld course, you will be able to achieve the following PDUs as learning hours to apply for PMI certification or to maintain your certification status with PMI. View how your PDUs align with the PMI Talent Triangle®.

	Technical	Leadership	Strategic	Total
CAPM / PMP / PgMP	5	9	0	14.00
PMI-ACP	5	9	0	14.00
PMI-SP	0	9	0	9.00
PMI-RMP	0	9	0	9.00
PfMP	0	9	0	9.00
PMI-PBA	0	9	0	9.00