



Certified Agile Leadership Training (CAL-1) Training Curriculum



CURRICULUM FOR CERTIFIED AGILE LEADERSHIP TRAINING (CAL-1) TRAINING

1. The Case for Agile Leadership

Learning Outcomes:

- Understand the core principles of agile leadership and how it differs from traditional leadership styles.
- Identify the challenges faced by traditional leadership approaches in today's dynamic work environment and the benefits of adopting a more agile approach.

Topics:

- Define agile leadership.
- Discuss the key differentiators between an agile leadership approach and general leadership approach.
- Explain challenges that traditional management approaches face in today's world of work.
- Describe the benefits of becoming a more effective leader for teams and organizations.
- Describe key mindset shifts required for effective leadership in complex and uncertain conditions.

2. Agile Leadership in Action

Learning Outcomes:

- Understand the purpose and key characteristics of leadership frameworks.
- Analyze the benefits and challenges of implementing a leadership development framework.
- Explore methods for self-assessment and improvement based on leadership models.
- Identify key leadership skills for success in Agile environments.
- Practice fostering growth in others and developing your own agility as a leader.

Topics:

- Define a leadership framework and/or model.
- Identify key characteristics of leadership frameworks that support successful leadership development and growth.
- Examine the benefits and challenges of having a structured leadership development framework.
- Demonstrate at least one way to inspect and adapt your own leadership behavior based on a leadership framework and/or model to increase effectiveness.
- Identify at least 5 leadership skills that help Agile Leaders be successful.
- Practice at least 2 leadership skills that can help grow competency in others.
- Practice at least 2 leadership skills that can help you grow as an agile leader.

3. Leading Agile Teams

Learning Outcomes:

- Understand the key characteristics and benefits of high-performing teams.
- Explore tools and techniques for leaders and teams to build and maintain high performance.
- Identify common challenges faced by teams and strategies to overcome them.
- Learn how to foster collaboration across teams for increased value creation.

Topics:

- Describe the key characteristics and benefits of a high performing team.
- Describe tools and techniques that leaders can use to help teams become and maintain being a high-performance team.
- Describe tools and techniques that teams can use to become and maintain being a high-performance team.
- Discuss common challenges and barriers to becoming a high performing team and how a leader can help the team overcome those challenges.
- Illustrate how to enable teams to work with other teams collaboratively and cross functionally to create value for customers and the organization.

4. Leading Agile Organizations

Learning Outcome:

- Understand the impact of organizational culture on team effectiveness and agility.
- Explore the relationship between culture and leadership.
- Identify methods for assessing and influencing organizational culture.
- Analyze the impact of structures, processes, and policies on value creation.
- Explore strategies for adapting structures and processes to improve value creation.
- Recognize the human aspects of organizational change and the importance of employee involvement.
- Examine a framework for leading successful organizational change.

Topics:

- Identify ways the culture of an organization can impact the effectiveness of teams and overall organizational agility.
- Discuss the relationship between culture and leadership mindset, behaviors, and skills.
- Identify techniques that help to explore, understand, and influence the culture within the organization.
- Explain the impact of an organization's structures, processes, and policies on the organization's ability to create value aligned with the organization's purpose.
- Recognize ways to change existing organizational structures, processes, and policies to improve the organization's ability to create value aligned with the organization's purpose.
- Describe how organizational change impacts people and the benefits of involving them in the change process.
- Explore one approach to support leadership in guiding the organization's change journey.

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