eXtended Agile Lean Leadership

Build organizational excellence on the Agile pattern. In particular learn how to use the principles in Scrum to design a flexible, effective and efficient organization that gets the most value out of its efforts, at the same time stays nimble and able to react to new opportunities and challenges.

The Challenge

As Agile practices and in particular Scrum have become generally accepted, organizations face challenges in reaping the same benefits at the organizational level as they have at the Team level.

In Agile Teams we see transparency, ability to react quickly to change and the spirit of constant improvement. There is a need to let these benefits flow up through the whole organization. As complexity in organizations grows and changes are accelerating, the need only gets bigger and bigger.

A group of Scandinavian Scrum Trainers and Coaches have come together at designed an educational program introducing leaders in organizations to Agile and Lean leadership.

Agile Lean Leadership - the Solution

The 1 day training course assumes prior knowledge of Agile principles and provides a thorough walk through of why, the principles also work at the organizational level, together with a road map for implementing them.

We are giving leaders the patterns and building blocks to design the organizations well, not a checklist to follow. Leaders must always have deep domain knowledge of the areas they operate in and take responsibility for organizations.

The challenge is to bind the organization together with a common purpose and enough structure to operate well, and predictably. There has to be enough structure and constraints that everybody knows what is expected of them, and enough freedom to experiment, learn and use empirical process control. This opens the door to high performance, not only at the team level, but throughout the organization.

eXtended Agile Lean Leadership Course

The course is created and taught by Arne Åhlander, Geir Amsjø and Kurt B. Nielsen, Currently there are always two teachers at each course..
After the course you will have up to 4 hours of on-line assistance included from either of the instructors + an assessment of a proposed initiative developed by the trainee.
Get more info at info@agileleanleadership.com or visit http://goo.gl/tsxnHb.

Kurt B. Nielsen

Arne Åhlander

Geir Amsjø

Agile Lean Leadership – the Content

- **What's in it for me?** Why should leaders bother about Agile in the whole organization? What benefits does it bring? Is it wroth the effort?
- **The role of leadership in Agile and Lean** – Understand the value of clear vision and how to communicate it. Understand how to create transparency, work with intrinsic motivation, push responsibility as far out as someone is capable of carrying it. Remove impediments.
- **Preconditions for the Agile and Lean organization** – Transparency must be in place, as a general rule everybody should be willing to show the facts. There must be involvement of everybody to discover threats and opportunities, a human sensor network. Mandate must be granted to people close to the operation to adapt. Everybody should know what is expected of them.
- **The dual leadership principle** – this pattern is exemplified by the Product Owner and Scrum Master in Scrum. One with focus on the strategy, what should we do, one with focus on how we work together. At every level there is a CEO and a COO, looking out and looking in.
- **The organizational canvases** – A set of tools and templates to facilitate development of good organization structures. How analyze dependencies, response times and functional requirements of organizational units. How to come up with structures that have high internal coherence and low external coupling.
- **The history of Agile Lean Leadership** – Deming, Drucker, Dave Snowden, Niels Pflaeing and many more.
- **Value based prioritization** – Learn to build Story Maps with milestones, Kano analysis, use impact estimation and engage stakeholders to prioritize strategically.
- **A road-map** – A set of practical steps that can be taken to start the process, how to achieve critical mass. Focus on the value creation, let other concerns be secondary.

Agile Lean Leadership is applying agile principles from teams and lean thinking to the whole organization.
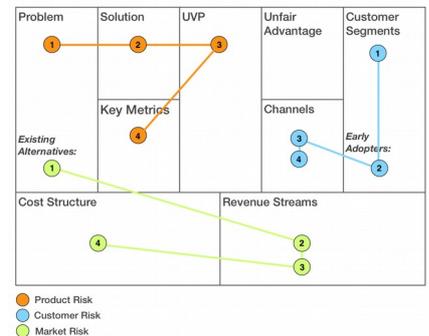
Lean Canvas and more
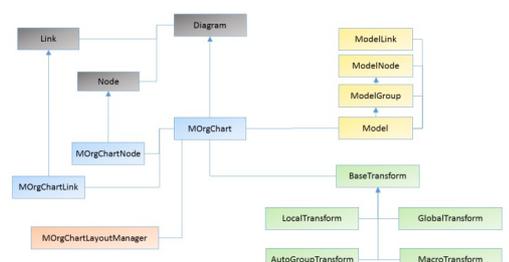
Organizational class diagram, not simple hiarachy

Read more about Agile Lean Leadership here: http://goo.gl/tsxnHb

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