敏 Agile Lean Leadership

Build organizational excellence with the Agile Lean patterns. In particular learn how to use the patterns to design a flexible, effective and efficient organization that gets the most value out of its efforts – at the same time staying nimble and able to react to opportunities and challenges.

The Challenge

Agile practices and in particular Scrum have become generally accepted. Organizations now face challenges in reaping the same benefits at the organizational level as they have done at the project and 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 get these benefits out through the whole organization. As complexity in organizations grows and changes are accelerating, the need only gets bigger and bigger.

We, a group of Scandinavian Scrum Trainers and Coaches, have consolidated the patterns and designed an educational program introducing leaders to Agile Lean Leadership.

Agile Lean Leadership - the Solution

We offer training courses, support and mentoring together with tools. The training provides a thorough walk-through of why, these patterns work at the organizational level, practices to follow and a road map for implementing them.

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

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

1 day Courses

Agile Lean Leadership Foundation

Building an organization that is fast, reliable, resilient and innovative. What is required of the leadership to succeed with Agile and Lean. A learning culture based on trust and commitment.

Agile Lean Leadership Practition

The principles and practices of organizational design and scaling up across many teams. Starting from the periphery, where the real clients are and working towards needed service teams in the center. How to handle and escalate opportunities and issues, how to tackle crisis in an agile organization?

Kurt B. Nielsen

Arne Åhlander

Geir Amsjø

Agile Lean Leadership - the Content

- **What's in it for me?** Why should leaders be concerned about Lean and Agile in the whole organization? What benefits does it bring? Is it worth 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 safety and transparency, work with intrinsic motivation, push responsibility as far as someone is capable of carrying it. Remove impediments.

- **Preconditions for the Agile and Lean organization** – First make it safe, then transparency must be in place. As a general rule everybody should willingly tell the truth and show the facts. Everybody must be at work to discover threats and opportunities – a human sensor network. Mandate must be granted to people so they can adapt. Everybody should know what is expected of them.

- **The dual leadership principle** – Exemplified by the Product Owner and Scrum Master in Scrum. One with focus on the strategy, looking out, what should we do; and one with focus on how, we work together, looking in.

- **Generalizing Teams** – into Circles, used throughout the organization to get jobs done sustainably and resiliently.

- **The organizational canvases** – A set of patterns, tools and templates to facilitate development of good organization structures. How to analyze dependencies, response times and functional requirements of organizational circles. How to come up with structures that have high internal coherence and low external coupling.

- **The history of Agile Lean Leadership** – Tracing the history. We have a long and sound heritage.

- **Value based prioritization** – Learn to build Story Maps with milestones, perform Kano analysis and impact estimation to engage stakeholders in prioritizing 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.

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Agile Lean Leadership is applying agile principles from teams and lean thinking to the whole organization.
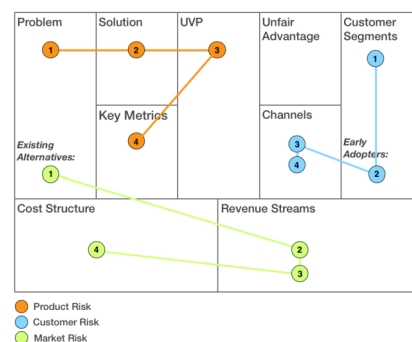
Lean Canvas and more
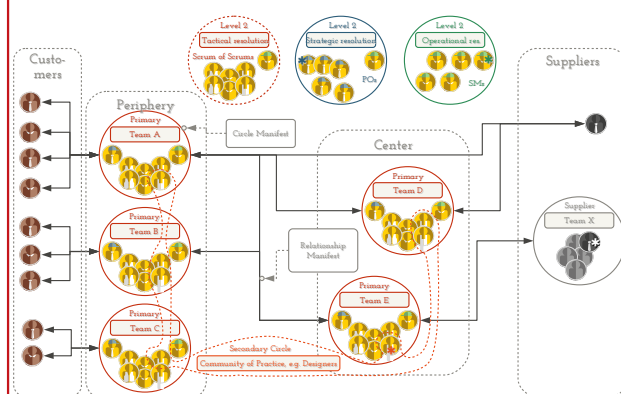
Organizational relationship map of services and value creation

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

2017-07-11