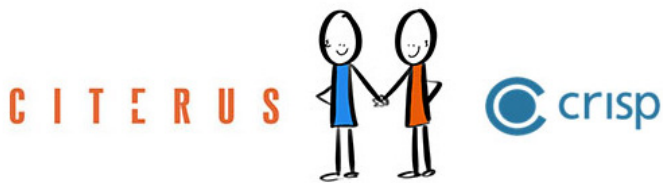


This workshop is hosted by:



Michael Hamman & Clive Prout

Evolvagility

Transforming Yourself as an Agile Leader

Agile leadership is becoming an increasingly hot topic in the Agile world. But, if we are to truly realize a vision for a deep and sustainable organizational agility, we need to shift our fundamental assumptions and beliefs about leadership—from one which sees leadership as a top-down, role-based phenomenon, to one which sees leadership as a system-wide, everywhere phenomenon.

With such a shift, a developer can be a leader, a Scrum Master can be a leader, an Agile Coach or a team lead can be a leader—anyone who has a vision for how things could be, an ability to engage skillfully with others in that vision, and a willingness to do the inner work necessary to so-lead in the face of the complexity, volatility, and uncertainty which is the very reason we need Agile in the first place.

ABOUT THE WORKSHOP

Evolvagility is a three-day transformational workshop designed for anyone--whether **Scrum Master, Agile Coach, HR professional, manager, or executive**—who wants to grow their capacity for leading within this new paradigm.

The workshop integrates our years of experience in leading Agile Transformations, as well as our intensive work with a variety of coaching and leadership methodologies and adult development models, into a journey of personal leadership transformation. Along that journey, two interrelated domains which impact your capacity for powerful leadership agility will get activated:

1. Sensemaking:

Underlying all of the perceptions, actions and reactions to events and situations we face is the manner in which we make sense of ourselves, of others, and of the world in relation to those situations—that is, our sensemaking. Our sensemaking constitutes the assumptions, beliefs, and biases which operate in the background, beyond our awareness. In this workshop, you will dramatically increase awareness of your own assumptions, beliefs and biases and the subtle ways in which they are limiting (and also helping) your capacity for leadership agility. And, along the way, you will gain the ability to be more deliberate in how they are formed, and the manner in which they affect your leadership effectiveness.

“The Evolvagility workshop caused something in me to shift powerfully. It deepened my awareness of the nature of my own inner assumptions and beliefs, and to see, at any given moment, how these sometimes limit and sometimes expand my capacity for leadership agility.”

Jason Knight, Lean Coach

2. Relationship:

In an increasingly complex and volatile world, relationships are fundamental. Relationship systems - whether one-on-one partnerships, teams, or ad hoc working groups—are becoming the irreducible quanta on which organizational agility is built. Not individuals. And yet, for the most part, the relationship systems which form the basis for organizational life tend to lack the resilience and intelligence they need to operate in the new world we find ourselves in. In this workshop, you will radically increase your own capacity for creating alignment, commitment and direction within groups specifically, and in your relationships more generally. You will gain concrete and specific skills for deliberately catalyzing shared alignment, shared understanding, and shared commitment.

“Evolvagility provided tangible tools and practices to help me stay true to the type of leadership that’s required to fully foster an overall collaborative leadership culture within my agile organization”.

Steven Bauer, Director of Engineering

“I left this workshop with greater interpersonal tools to engage leaders in conversations they are reluctant to have during significant changes in culture and processes.”

Cindy L. Hoey, Agile Transformation Lead Coach

EXPERIENTIAL LEARNING JOURNEY

Rather than learning about agile leadership (through PowerPoint slides, tools and abstract models) participants in this workshop engage in an experiential learning journey that gives them deep insight into their own leadership and sense-making operating system: how it functions and how to improve its agility.

Through a sequence of catalytic activities, participants identify and choose specific changes in the way they operate that will upgrade their leadership effectiveness across the board.

TARGET AUDIENCE

Evolvagility is carefully tailored for:

Anyone who recognizes that their current manner of leading is not working as they would like, and who truly desires to discover and overcome the inner limitations which may be inhibiting their capacity for leaderful impact in the world around them (no matter how big or small that world might be).

Anyone who wishes to be truly skillful in relating with others, while also helping others—whether individuals, teams, programs, or departments—increase their capacity for alignment, collaboration and agility in their performance.

Anyone who needs to bring greater insight and skillfulness in impacting the larger systems in which they work.

The workshop will especially benefit anyone in any of the following kinds of roles:

- **Scrum Masters**, who wish to go to the next level in their ability to help their teams achieve real high performance
- **Agile Coaches** who wish to bring greater capability and competence in their ability to impact ever-larger and more complex communities and stakeholder collectives.
- **HR professionals** who wish to gain deeper insight, and develop greater skillfulness, in helping to bring about deep and sustained shifts in organizational culture.
- **Middle-tier Managers** who are looking for ways to increase their own capacity to deal with the complexity—both mental and emotional—that they face in their particularly unique and challenging role, and to be able to more ably bridge the gaps that so stymie alignment between and among apparently disparate stakeholder interests.

- **Executive leaders** who recognize that agile culture is that which grows from the bottom-up and from inside out, not from the top-down and outside-in, and who need to be able to trust that there is a methodology in place which can help create the conditions in which such a culture can emerge organically.

HIGH LEVEL WORKSHOP FLOW

Here is the shape of your 3-Day journey:

Day 1

- From Predict-and-Plan to Sense-and-Respond: the journey of the Agile Transformation Leader
- Identify the 3 “jobs” of the Agile Transformation Leader
- Growing deeper capacity in another through powerful conversation
- Your Personal Leadership Development Profile

Day 2

- What is your development path as a leader?
- Making deep impact through collaborative conversations
- Systems awareness: the key to catalyzing agility in human and organizational systems
- Creating a link between relational agility and systemic agility

Day 3

- The organizational context: how to “read” an organizational system
- Your Path Forward: Developing your own agile leadership “stance”
- Your Foundation: Creating a solid plan and accountability for taking your learning forward

PRE - CLASS WORK

(We will provide you information and access to these prior to the class)

- Complete: Harthill Sentence Completion Form and return it within 2 days of registration.
- Read: HBR article “Seven Transformations of a Leader” by David Rooke and William Torbert.

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