

This workshop is hosted by:



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THE SKILLED AGILE LEADER

Growing Leadership Agility in Yourself, in Others
– and Across Your Organization

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.

"This workshop was a truly eye-opening experience which continues to pay itself forward to this very day."

"My capacity for powerful leadership has truly advanced since being in this workshop."

WORKSHOP OVERVIEW

The Skilled Agile Leader is a deep and transformative learning experience that addresses both the doing and the being of leadership agility in a highly practical and immediately applicable way. Whether you are a Scrum Master, Agile Coach, Enterprise Coach, HR Director, change agent, or senior VP, you will find yourself coming out of this workshop not only equipped with a new suite of practices and tools, but personally transformed in your relationship to yourself as a leader.

Rather than learning about agile leadership (through PowerPoint slides, tools and abstract models) participants in this 3-day workshop engage in an experiential and highly interactive learning journey that gives them insight into their own leadership operating system—how it works and how to improve its agility.

Built around a series of high-impact learning activities, the workshop helps participants uncover and move beyond the limitations of their own leadership, and increase their ability to catalyze the emergence of leadership agility--both within themselves and in others--through skillful dialog, communication, and collaborative interaction.

WHAT HAPPENS IN THE WORKSHOP

The Skilled Agile Leader helps you address two interrelated facets of your leadership:

1. Personal Leadership Agility

Increased awareness of how you make sense of the volatile, ambiguous, and complex situations you face each day and how to grow a more complex inner sensemaking capacity to gain a fuller picture of what is happening, in order to bring about more effective and more purposeful leadership impact.

2. Interpersonal, Relationship and Systems Agility

An ability to generate alignment, commitment and direction among teams and groups through heightened skillfulness in the areas of relationship, communication, alignment and co-creation with others. An ability to see broader systems complexity in which social and cultural dynamics—otherwise hidden—can be made visible to yourself and to others, leading to new avenues for leadership and action.

“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

WHAT WILL YOU LEARN AND WORK WITH THROUGHOUT THE 3 DAYS:

- A research-based framework of principles and practices which helps them clarify the nature of their own hidden assumptions and beliefs, how these either limit or enhance their leadership, and how to be more deliberate in shaping their emergence in order to powerfully enhance their leadership choices.

- A series of highly interactive activities and practices—in pairs, in triads, and in groups—that are designed to significantly deepen and expand their relationship intelligence and conversation mastery in three specific areas: growing leadership agility in others; growing relationship agility within groups and teams; and growing systems agility within the broader organizational context.
- A deep understanding of the architecture of human development, both within themselves and in others; its critical importance to the growing of a sustainable organizational agility; and how to be intentional in creating environments—whether at the level of a team, of a program, or of an organization—in which that human development is deliberately cultivated.
- Co-creative leadership in action from the two workshop leaders who work together, both with individual participants and the whole group, in ways which model the very principles participants are learning in the workshop. The co-leadership “dance” of the two workshop leaders itself catalyzes deep learning and growth.

WHO WHOULD BENEFIT FROM THIS WORKSHOP

- 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 and Change Agents 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 are seeking a clear methodology which catalyzes the emergence of a deep culture of agility across the organization, in much the same way that Scrum catalyzes the emergence of a deep culture of agility within delivery teams.

EXPECTED OUTCOMES

- You will be clear about the inner assumptions, beliefs and personal stories which limit your leadership agility; and you will have a personal leadership development toolset under your belt which you can use to help you grow your ability to transcend those limitations in full expression of your personal leadership impact.
- You will have new skills for listening and for the exercise of specific conversation practices which serve to help others in their own leadership development—as applicable to Agile delivery teams as it is ad hoc groups, or to senior leadership teams.
- You will have grown within yourself new tools that are key to helping groups and teams of all stripes build shared purpose, understanding, and commitment among themselves.
- You will have increased skills for generating deep and genuine partnerships with others — key relational qualities for any agile leader.

- You will come away with new ways of relating to organizational obstacles that give you greater effectiveness in working with systemic organizational issues.
- You will have a clear and simple conceptual framework that supports you in being able to facilitate the emergence of high-performance relationship systems, regardless of whether they are groups, teams, or programs or whether or not they are practicing some form of “Agile.”
- You will walk away with plan of specific practices to speed the evolution of your leadership and relationship agility.

PREREQUISITES

This is neither a beginner nor an advanced workshop. It is an intermediate workshop for anyone whose role involves leading, coaching, or mentoring others—whether at the level of the individual team, program, department or enterprise—and who has had six months or more in such a role.

COVERED TOPICS

- From Predict-and-Plan to Sense-and-Respond: the journey of the Agile Leader
- Identifying the 3 “jobs” of the Agile Leader: growing your inner agility within yourself; helping another grow inner agility within themselves; helping relationship systems (two or more people together) grow relationship agility among themselves
- Growing deeper leadership capacity in another through powerful listening and through conversational practices that invite deep exploration in the other
- Discovering your deep leadership operating system through use of the Harthill Leadership Development Profile tool (a leadership development tool that has been in use among thousands of leaders at all levels of the organization for over 30 years)
- Beginning to clarify and deliberately author your development path as a leader
- Growing deeper self-awareness in another through the practice of the deliberately developmental conversation
- Making deep impact through collaborative conversations and through the practice of shared sensemaking in groups
- Accessing your intuition: developing your capacity to sense the broader emotional field in yourself and in groups in order to be better able to “read the room”
- The organizational context: how to model an organizational system in order to better see and work with the hidden dynamics which underlie that system
- The tools of the deliberately developmental environment: how to be deliberate in creating organizational settings--whether at the level of the team, program, or organization--in which people naturally grow both their own inner agility and their relationship agility
- Your foundation: Creating your vision and purpose as an agile leader: what is it you are here to create and how does that align with your leadership agility path
- Your Path: Creating a personal leadership agility development plan and establishing an accountability relationship for taking that forward