



Management And Leadership

## Agile Leadership and Change Management

## Course Introduction

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Agile leadership and effective change management are crucial skills for leaders who aim to navigate these dynamic landscapes.

This 5-day training program is designed to equip leaders with the knowledge, skills, and tools to excel in Agile environments and manage change successfully.

Through a combination of interactive sessions, hands-on workshops, case studies, and group activities, participants will gain a comprehensive understanding of Agile principles and change management strategies, empowering them to lead their teams and organizations towards sustainable success.

## Target Audience

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- Corporate Leaders and Managers
- Entrepreneurs and Small Business Owners
- Mid-level Employees
- Cross-functional Teams
- Senior Executives and Managers: Individuals responsible for leading teams and departments, seeking to enhance their leadership skills in Agile environments and manage organizational change effectively.
- Project Managers and Team Leaders: Professionals overseeing projects who want to adopt Agile methodologies and improve their change management capabilities.
- Change Management Professionals: Those involved in planning and implementing organizational change initiatives, looking to integrate Agile principles into their strategies.
- Anyone Interested in Agile Leadership and Change Management: Individuals aspiring to develop skills in these areas to advance their careers and contribute to organizational success.

# Learning Objectives

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**By the end of this training course, participants will be able to:**

- Grasp the core principles and values of Agile methodology.
- Differentiate between traditional and Agile leadership approaches.
- Develop the ability to lead with empathy, flexibility, and collaboration.
- Learn key concepts and models of change management.
- Understand the psychological aspects of change and human responses.
- Develop effective communication and stakeholder engagement strategies.
- Identify synergies and potential conflicts between Agile and change management.
- Apply best practices for integrating Agile methods with change initiatives.
- Analyze real-world case studies to understand successful integration.
- Recognize the characteristics of high-performing Agile teams.
- Develop techniques to build trust, accountability, and effective collaboration.
- Enhance team dynamics and conflict resolution skills.
- Assess and enhance personal leadership capabilities for Agile environments.
- Practice decision-making, communication, and adaptability in leadership roles.
- Create training and development plans to continuously improve leadership skills.
- Identify the types and causes of resistance to change.

## Course Outline

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### • 01 Day One

#### **Introduction to Agile Leadership and Change Management**

- Overview of Agile Leadership and Change Management
- Understanding Agile Methodology
- Principles and values of Agile
- Comparison with traditional project management
- Case Study: Successful Agile Implementation

## **Core Principles of Agile Leadership**

- Agile Leadership Overview
- Definition and key characteristics
- Differences between traditional and Agile leadership
- Interactive Session: Leadership Self-Assessment
- Agile Leadership Practices
- Leading with empathy and flexibility
- Facilitating collaboration and communication
- Practicing Agile leadership in simulated environments

### **• 02 Day Two**

#### **Change Management Fundamentals**

- Introduction to Change Management
- Key concepts and models (e.g., Kotter's 8-Step Process)
- Importance of managing change effectively
- Lecture: Psychology of Change
- Understanding human response to change
- Change Management Strategies
- Tools and techniques for managing change
- Communication and stakeholder engagement
- Developing a Change Management Plan
- Practical exercise in planning for change

#### **Integrating Agile and Change Management**

- Aligning Agile with Change Management
- Synergies and conflicts
- Best practices for integration
- Challenges in Integration
- Agile Change Management Frameworks
- Adapting Agile methods for change initiatives
- Case Study: Real-World Integration

### **• 03 Day Three**

#### **Building High-Performing Agile Teams**

- Team Dynamics in Agile
- Characteristics of high-performing teams
- Building trust and accountability

- Workshop: Team Assessment
- Evaluating team strengths and areas for improvement
- Enhancing Team Collaboration
- Techniques for effective collaboration
- Conflict resolution in Agile teams
- Group Activity: Team-Building Exercise

### **Agile Leadership Skills Development**

- Leadership Skills for Agile Environments
- Communication, adaptability, and decision-making
- Interactive Session: Skills Assessment
- Identifying personal leadership strengths and weaknesses
- Developing Leadership Capabilities
- Training and development plans for leaders
- Workshop: Leadership in Action
- Role-playing different leadership scenarios

## **• 04 Day Four**

### **Managing Resistance to Change**

- Understanding Resistance
- Types and causes of resistance to change
- Lecture: Strategies to Overcome Resistance
- Techniques to manage and mitigate resistance
- Workshop: Handling Resistance

### **Agile Project Management Tools**

- Introduction to Agile Tools
- Overview of popular Agile tools (e.g., JIRA, Trello)
- Demonstration: Tool Functionality
- Hands-on exploration of tools

## **• 05 Day Five**

### **Scaling Agile in Organizations**

- Scaling Agile Frameworks
- Introduction to frameworks (e.g., SAFe, LeSS)
- Interactive Session: Assessing Organizational Readiness

- Evaluating readiness for scaling Agile
- Developing a Scaling Strategy
- Planning for large-scale Agile implementation
- Case Study: Successful Scaling

### Continuous Improvement and Future Planning

- Continuous Improvement in Agile
- Principles of Kaizen and continuous improvement
- Creating Improvement Plans
- Developing plans for ongoing improvement

## Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
June 16, 2025	June 20, 2025	5 days	4250.00 \$	UAE - Dubai
July 7, 2025	July 11, 2025	5 days	4250.00 \$	UAE - Dubai
Dec. 1, 2025	Dec. 5, 2025	5 days	5950.00 \$	Switzerland - Zurich