



Intentional Agile Leadership

with ICP-ALP certification

Explore nine domains that transform leadership and unlock competitive advantage.

Course Description

The key to business success in the 21st century is business agility, the ability to effectively respond and adapt to a dynamic and uncertain business environment. For most organizations, developing these capabilities will require that their leaders re-shape their understanding of leadership and management in order to develop the new skills that they will need to lead people and manage operations in a radically changing world.

In this three-day workshop, participants will begin to unlock 9 domains of capability within themselves in order to lead from that new understanding. They will learn about what intentional leadership means in our complex world, and begin building the skills and awareness to navigate this journey. With a focus on both immediate and long-term learning, participants will leave the workshop with new mental models, as well as practical tools to start applying right away. Participants will return to their organizations armed with a road map for continued future development and a strengthened ability to champion transformational change and lead in an Agile way.

Who Should Take This Course

This course is best for leaders and managers (middle management, senior management, and executive leadership) who face the need to champion transformative change in their organizations and lead in complex, uncertain times. This need is especially important in organizations embarking on agile, digital, and business agility transformation journeys.

- Sr. Managers and Executives
- Leaders and Change Agents
- Team Leads
- Front-line Managers and Supervisors

Duration

3 Days (21 credit hours)

Suggested Sizing

20-30 participants

Prerequisites

While there are no required pre-requisites for this course, it is highly suggested that participants have a foundational understanding of Agile values, principles, practices and terminology.

Available Certifications

Upon course completion, participants are eligible for the ICAgile Certified Professional in Agile Leadership (ICP-ALP) continuing education certification from ICAgile (www.icagile.com). To be considered certification-eligible, participants must attend the three days of the course in their entirety and participate in all group discussions and exercises.

Course Topics:

- Need for Change
- What is Transformation
- Introducing the 9 Domains of Leadership
- Traditional Organizational Models
- Why Culture and Mindset Matter
- Emotional Intelligence (EQ) Competencies
- Emergence of Knowledge Workers
- The Holistic Agile Leadership Model
- Leadership vs. Management
- 3 Horizons of Leadership & Geography
- Adult Development
- Organizational Structures
- Experience the 9 Domains of Leadership



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Learning Objectives

Upon successful completion of Intentional Agile Leadership, participants will be able to:

- Provide examples of how the internet, digital platforms, big data, mobility, and connectivity of devices and people have led to rapid globalization, explosive market disruptions, low barriers to entry and new requirements for business.
- Provide concrete examples of how global challenges have changed the business climate for specific organizations or industries (e.g., transformed public opinion, spawned political and social movements such as sustainable development, altered the economy, etc.)
- Identify the shortcomings of management practices initially developed to control industrial production when it comes to cultivating organization-wide learning and innovation.
- Explain how relevant business movements contribute to organizational agility and how exemplar organizations have achieved agility in various aspects of their operations.
- Contrast leadership and management approaches and describe the necessary mindset, behavioral and priority shifts necessary for agile leaders. Identify necessary shifts in one's own behaviors and attitudes.
- Reflect upon the different kinds of leadership styles that might best serve different situations and cultures
- Explain intra-personal as well as inter-personal aspects of emotional intelligence and identify their own strengths and challenges.
- Discuss the value of mindfulness, explain research that supports its utility for leaders, and employ at least one mindfulness practice.
- Explain why the growth mindset is important for the participant's continuing development as an Agile leader.
- Identify why boundary spanning is necessary and how they can apply boundary spanning ideas in their own context.
- Explain how one's own deeply ingrained assumptions and beliefs could impact conversation and identify techniques to explore other people's mental models.
- Explain the elements of culture and at least one organizational culture model or theoretical frame and apply that frame to understanding their own organizational culture.
- Explain key aspects of an Agile culture, recognize the key differentiators of such a culture and explain why these aspects are important for organizational agility.
- Explain the importance of ingraining a culture of learning, describe at least one model for individual growth, and list tools for growing team capabilities.
- Explain various structural and process views of organizations that impact the ability to succeed as an Agile organization.