Agile Training

OUR LEARNING PATHWAYS

MASTERY MATTERS

virtually agile

AMI | Agile Mastery Institute
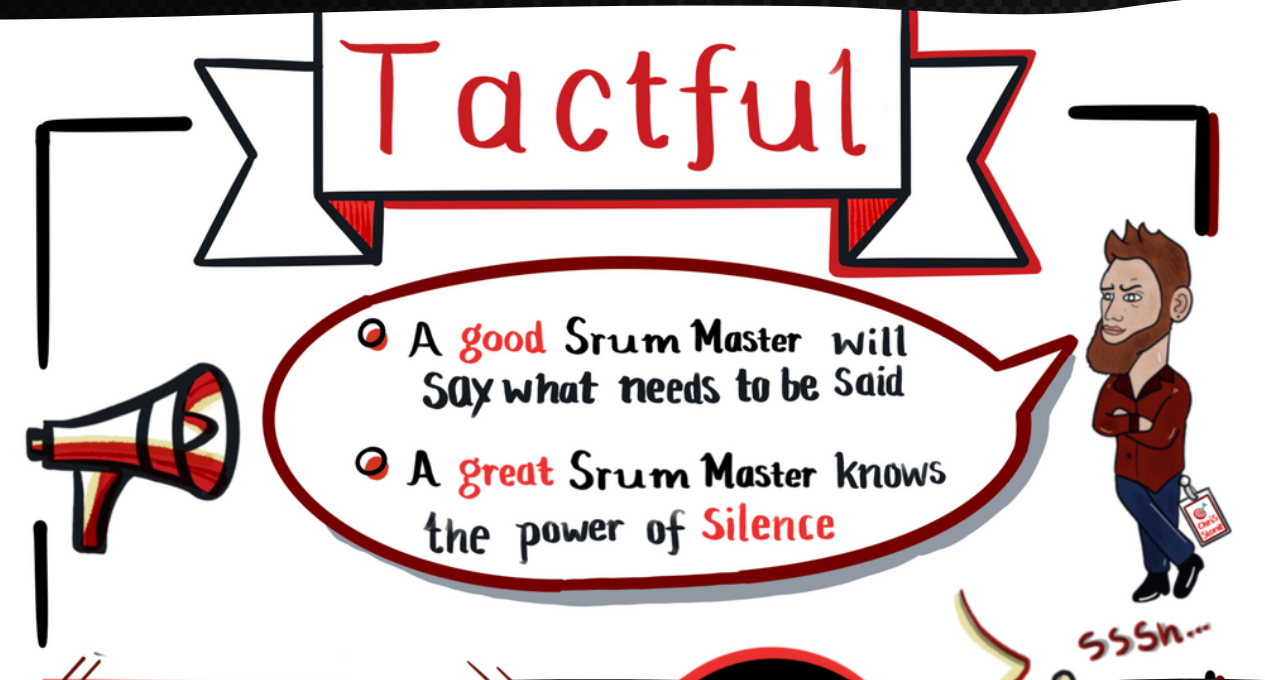
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Two-day certification doesn't stick

We believe that becoming great in your role requires great support and development over time.

Meaningful Certification
for Agile Professionals.

Our mission is to restore the industry's respect for agile certifications. We aspire for those who have trained with us to feel capable and confident to have a real impact in their role.

Ultimately when people hear "agile certification" we want them to think of meaningful long-term development rather than a two-day class.
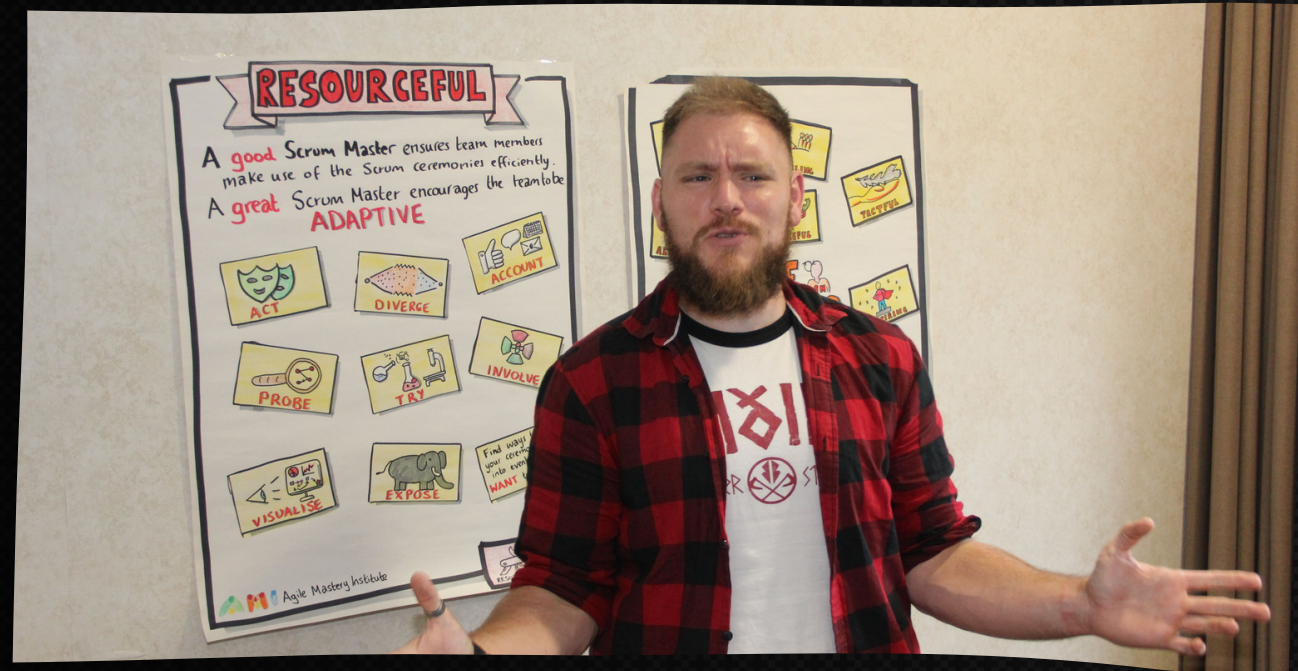
Our mission is

to make agile certification meaningful.

More than just one-off courses

✓ Experienced guides over professional trainers

✓ A continuous learning pathway over a one-off course

✓ Group exploration over individual reflection

✓ Guided navigation over a solo journey

Because Mastery Matters

American educational psychologist Benjamin Bloom recommended that rather than teaching students to recite data or answer a specific, tailored test, students should be encouraged to develop a deep and full understanding of what they are being taught by applying their learning to abstract and real-life contexts. We believe the same.

We have
5 Role-Specific Pathways

Our approach combines great practice, classroom-based workshops, real-time coaching on student challenges and asynchronous community support via on-demand e-learning, smartphone app and chat.

PRODUCT MASTERY PATHWAY™ — EXPLORER
AGILE LEADERSHIP PATHWAY™ — ADVENTURE
TEAM MASTERY PATHWAY™ — EXPLORER
SCRUM MASTERY PATHWAY™ — GUIDE
COACH MASTERY PATHWAY™ — NAVIGATOR

Our Pathway Approach

- Live synchronous training covering every aspect of the role
- 6 months or more of coaching covering real-life challenges
- Deeper live training to expand the skills of the role
- Asynchronous support including books, videos and smartphone app
- Community forum with dedicated private space
- Certified credentials along the journey

Scrum Mastery Pathway

Developing great servant-leaders

Great teams don't just appear. They are nurtured, facilitated, grown and challenged by great servant-leaders and organisational change-agents.

Change is hard but great Scrum Masters make difficult change easier.

Learning Objectives

Respected
- Role model the stance of servant-leadership
- Create steps to develop a feedback culture
- Become a respected change agent within the team and organisation

Empathic
- Develop the ability to empathise with others
- Become more influential and persuasive
- Make personal and organisational change easier

Tactful
- Call out undesirable behaviour when needed with diplomacy
- Understand the psychological and cultural impacts of intervention
- Develop a psychologically safe environment

Resourceful & Alternative
- Reduce the monotony of Scrum ceremonies for greater impact
- Assess the contexts appropriate for different team compositions
- Understand and mitigate cognitive biases in oneself

Inspiring
- Develop a growth mindset in themselves and others
- Increase the resilience of themselves and others
- Understand and leverage intrinsic and extrinsic motivators

Nurturing
- Nurture a team dynamic in remote and hybrid settings
- Balance the needs of the individuals with the needs of the team
- Understand models of human needs and team development

Enabling
- Understand the signs and consequences of burnout
- Understand different ways to enable a team
- Create a more rigorous discipline of Scrum Mastery

Disruptive
- Proactively drive change at team and organisational levels
- Understand how people are influenced and persuaded
- Spread leadership throughout the organisation as a capability

Product Mastery Pathway

Developing great product leaders

Great product leaders are the driving force of innovation and customer centricity. We coach people to leverage agility for business benefit

PRODUCT
MASTERY PATHWAY™
★★★★★
ADVENTURER

Learning Objectives

Decisive

- Understand and tackle the common causes of procrastination
- Manage Impostor Syndrome for better decision-making
- Use your time most effectively with stakeholders
- Evaluate the benefits and drawbacks of delaying decisions
- Understand the need for experimentation in a complex domain

Ruthless

- Become comfortable with prioritising ruthlessly
- Incorporate multiple factors in the definition of value
- Analyse the psychological factors affecting prioritisation
- Develop different ways to refuse stakeholder's requests
- Understand when to gamble and when to walk away

Informed

- Explain and mitigate cognitive biases of product development
- Understand the limits of expertise
- Run experiments to test hypotheses quickly and safely
- Develop a sense of the unvoiced concerns
- Create rituals to become more informed quicker

Versatile

- Understand and employ different forms of leadership
- Understand options for working with fixed dates and scope
- Understand the meaning and importance of coherent leadership
- Develop a coaching leadership approach
- Provide effective, constructive, non-judgmental feedback

Empowering

- Develop a healthy balance of time with and away from the team
- Enhance the ability to delegate effectively
- Create powerful stories to inspire and empower
- Develop your ability to present your ideas and stories
- Create an effective guiding representation of users/customers

Negotiable

- Understand and make "good mistakes"
- Apply an assertive and empathic approach to negotiation
- Differentiate between a good compromise and a bad one
- Mitigate the consequences of maladaptive perfectionism
- Visualise the product backlog in alternative ways

«The further we went on the Product Mastery Pathway the more we realised we hadn't really been acting as Product Owners at all. The skills and the mindset we learned here were eye-opening.» - Martin, Value Stream Owner

Coach Mastery Pathway

Developing great internal support

Agile coaches play a huge role in establishing a reflective and proactive culture throughout the organisation.

Learning Objectives

Coaching The Individual

- Establishing a coaching agreement
- Working to the client's agenda
- Developing trust and presence
- The coaching conversation
- Developing coaching instincts and awareness

Coaching The System

- Coaching the team
- Encouraging greater agency within the system's actors
- Coaching through conflict
- Developing accountability within the system

Scaling Agile Principles

- Understanding contextual coherence
- Helping teams and systems evaluate options for scaling
- Coaching teams of teams
- Being the conscience for the scaling organisation

Self-Management

- The importance of self-reflection and supervision
- Knowing one's boundaries and limitations
- Avoiding becoming a dependency
- Self-awareness of one's preferences, biases and needs

Coaching for Sustainability

- Starting with the end in mind
- Developing resilience and capability within others
- Metrics of successful coaching
- Adjusting one's stance as the relationship evolves

Stances of an Agile Coach

- The differences between coaching and other stances
- When to step into mentoring, teaching and other stances
- Managing client emotions and history

Leadership Mastery Pathway

AGILE
LEADERSHIP PATHWAY™
★★★★★
ADVENTURER

Developing great ORGANIC leaders

Leaders are the cultural architects of organisational coherence and resilience, growing autonomy and nurturing an interdependent culture.

Cultural Awareness

Visualise the current culture and lead its evolution

Coherence

Lead the adoption of a contextual decision-making approach

Value

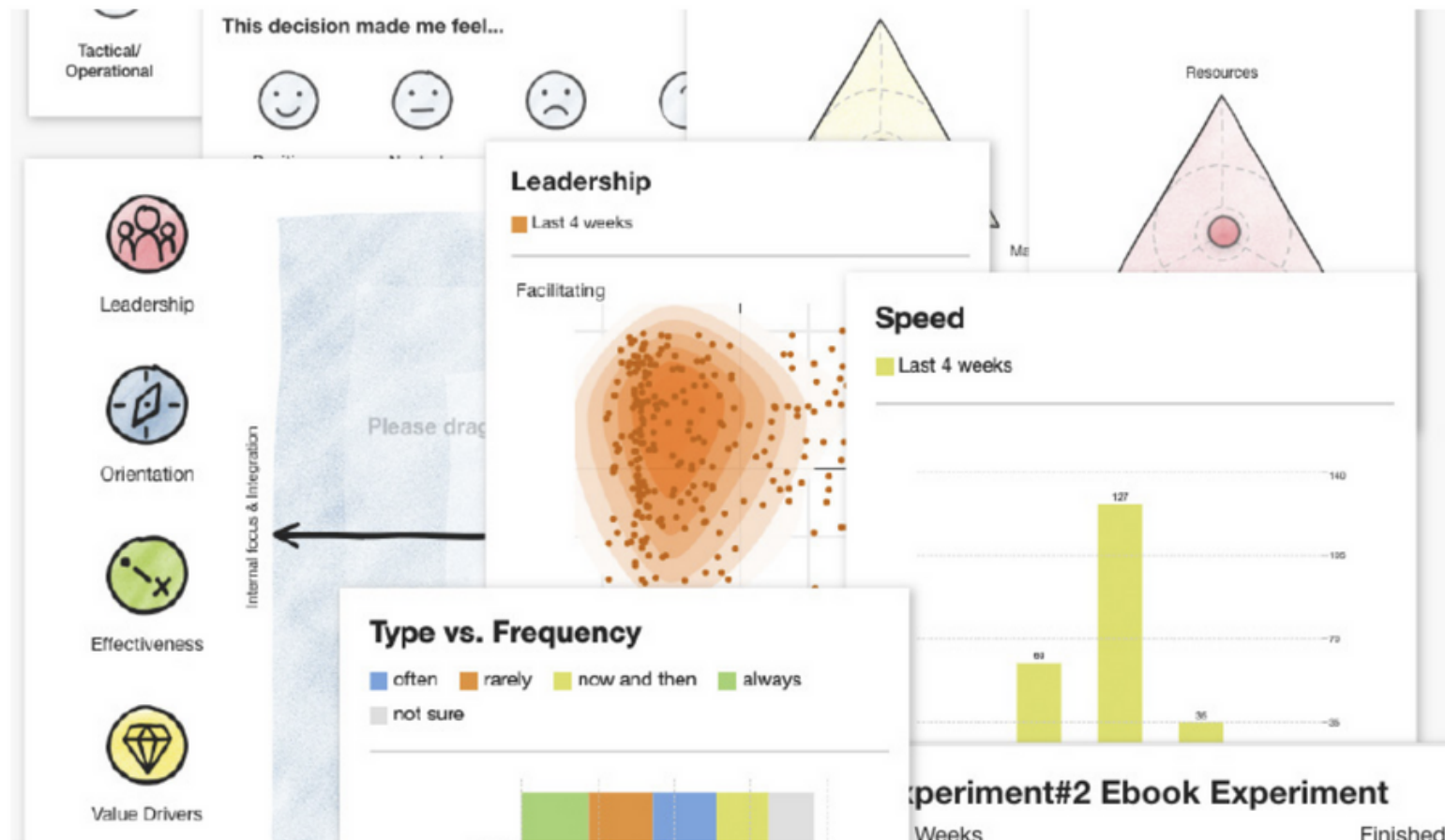Adjust processes and structures to identify and focus on value

Iterate

Validate change in small increments and experiments

Optimise

Remove dependencies and unnecessary synchronisation for greater flow of value

We covered a lot of ground whilst adapting to the emerging conversations and context. We received a highly personalised and engaging experience with its fair share of Eureka moments.

Claire Tunstall
Cambridge University Press

Team Mastery Pathway

Our Pathway Approach

Self-Improvement

They are relentless about getting better at what they do and how they do it

Quality

They take pride in their work

Unity

They are stronger together than they all are individually

Audacity

They take the autonomy offered to them and bravely manage themselves

Delivery

Getting valuable, tangible work done is their ultimate goal

« The Team Mastery Pathway helps your team identify their own definition of greatness to which they aspire and gives them the tools to chart their own path towards it, inspecting and adapting along the way. »

Geoff Watts
Europe's premier Agile Leadership Coach, TEDx speaker and best-selling author

Trusted by the best.

Kingfisher   Principality
Building Society
Cymdeithas Adeiladu   DirectLine Group   ARCO

HITACHI   FRAZER-NASH CONSULTANCY A KBR COMPANY   BBC

"The time that you invest in the Pathway is definitely worth it. So many hours of training are wasted by leaving a classroom and not even picking up the book. This brings the every day back to the learning."

Tracey Stephens
Head of Product, Arco Safety

Hear from our learners

David
Customer Journey
Scrum Master

"It was my first time meeting Chris, he made quite the impression on me. He has a unique approach to teaching and its a pleasure to learn from him. I highly recommend this immersive programme"

Paige
Scrum Master

"I've come away with a whole range of tools, techniques, thought processes and learnings that I can use within my journey - Looking forward to the next 6 months of sessions!"

Steve
Principal Delivery Manager

"On to the monthly navigator sessions where the learning is continuous, we share experiments, challenges and progress under guided support. I'd highly recommend, because mastery matters!"

Thank You

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