



## **COURSE DESCRIPTION**

*"The New Agile Manager™"*

### **COURSE TITLE**

**The New Agile Manager™:** The Essential Role of Manager in the Agile Organization

### **DESCRIPTION**

How can I make a real contribution, given that Agile teams manage themselves? Ever since Agile became popular, managers have been asking this question. A definitive role for managers is still nonexistent in the Agile literature. Agile team members have even been heard to jest they don't need a manager anymore! Given the radical shift that self-organizing teams represent, this may be an understandable perspective, **but nothing could be further from the truth.**

An Agile organization desperately needs managers: ones with new skills, alternate mindsets, and a fresh perspective on managing. The job of manager shifts from director / manager of the team's work, to a position of coach, boundary keeper, obstacle remover, and organizational change driver. The ability to exercise a handful of Lean thinking tools rounds out the list.

The *New Agile Manager™* comprehensively defines and explores this new role in the form of eight competency areas necessary for effective management in an organization adopting Agile. Participants will significantly increase their contribution as manager, moving beyond Agile basics to beginning mastery of these Agile management disciplines. The course combines mini-lectures, expert demonstrations, skill development exercises, scenario work and a case study.

### **PREREQUISITES**

Prior to attending class, participants should be familiar with basic Agile principles, typically having managed one or more Agile projects (directly or through subordinates). Participants without such experience may still attend providing they have a solid grounding in Agile concepts (recommended reading list provided upon request). In addition, attendees will be sent an email link 2 weeks prior to class requesting they take an online leadership style assessment (approx. 15 minutes). Each student will receive their assessment report in the class and will be used as a basis for discussion throughout the day. A case study will also be emailed and should be read prior to the workshop.

### **LEARNING OBJECTIVES**

At the end of the workshop you will be capable of adding significant value to your Agile project teams and the supporting organization.

Specifically, you will gain the following:

- An overview of the eight competency areas needed as manager to effectively contribute in an Agile environment
- An understanding of how these competencies play out in real life situations, both in general and in one or more of your own situations

- A grasp of how your own managerial values align—or conflict—with the Agile approach, and mitigations for the gap
- Experience in how an Agile process works in a real world situation beyond a software development team (e.g., the workshop will be run as an Agile backlog)

### **Course Topics**

- The art of managing self-organized teams at the 'Agile team boundary'
- How Agile software economics differ from traditional approaches
- How is portfolio management different in the Agile world
- Deploying team resources and team formation across the organ.
- Managing team and individual performance consistent with Agile
- Managing suppliers and outsourced teams
- Working with internal providers and stakeholders to create a Lean organization
- Reporting and metrics from the managerial and executive perspective
- How manager's can act as organizational change agents

### **WHO SHOULD ATTEND**

This workshop is limited to people in the following roles:

- Managers (including manager, director, senior director, VP) who manage one or more Agile teams
- Functional Managers whose subordinates work on Agile teams (e.g., managers of testing, database mgmt, config mgmt, etc.)
- Program Managers with a significant projects scope, plus the authority to drive change
- Change agents responsible organizationally for Agile as a process, and/or for teaching Agile principles to management