



COACHING AGILE TRANSITIONS

OVERVIEW



"So often people are working hard at the wrong thing. Working on the right things is probably more important than working hard."

-Caterina Fake, Co-founder, Flickr



The ICAgile 2-day workshop is an accredited ICAgile Workshop that has been added to our course offerings as of January 2020.

While Lean Change Agent is a foundational course for all change agents, this workshop is specifically designed for change agents working on an agile transformation. Attendees receive their ICP-CAT (Coaching Agile Transitions) credential which is part of the Enterprise Agile Coaching track.

What would happen if we approached our Agile Transformation in an agile way?

Coaching Agile Transformations with Lean Change Management is a 2-day experience designed to help you take the best ideas from agile, lean startup and design thinking to help you live the agile values and principles while transforming your organization to new ways of working. Much like the Lean Change Agent workshop, this workshop will help you answer questions like:

- How can we integrate agile and change management to transition to agile in an agile way?
- How can we apply agile practices to complex agile transformation programs?
- How can we reduce uncertainty by iterating our way through change?
- How can we reframe resistance to change by changing how we think about change?

Our Competency Focus



Learning Objectives

- What is Enterprise Agile Coaching (EAC)?
- Understanding EAC Competencies
- Striving for Personal and Professional Mastery
- Ethical Considerations of EAC
- Knowing Your Limits and Boundaries
- Creating a Business Case for Change
- Understanding the Human Change Process
- Understanding the Organisational Change Process
- Bringing the Agile Mindset to Change
- Understanding Organisational System Entry
- Organisational Change Assessments
- Co-Creating an Organisational Change Strategy
- Communication, Education and Facilitation at the Organisational Level

Tools and Practises We'll Explore

- Perspective and Organisational Mapping
- Change Canvases, Visual Work Management
- Applying Agile, Lean Startup and Design Thinking to Change
- Experiment creation and prioritization
- Satir Interaction Model

2-Day Workshop Agenda

Day 1

- **Introduction:** why are you here?
- What is the ultimate question you hope to have answered?
- **The Change Agent:** It starts with you. Meaningful change happens when you bring your whole self to work
- **What is Lean Change Management:** The Lean Change Management Cycle and 5 Universals of Change
- **Agile Change Management:** Overview of the Agile values and principles, and how you can apply that thinking to change management.
- **Alignment:** How to use light-weight tools for change readiness, change lift-offs, and ongoing facilitation of change
- **Incremental Change:** How to move away from traditional ROI and towards reducing uncertainty by breaking down change into quarterly objectives with tangible key results.

Day 2

- **Experiments:** How to move away from change activities, and towards change experiments. This includes good practices for communication, creating alignment, providing status to change sponsors and more.
- **People:** Why the notion of 'resistance to change' is wrong, and why the "70% of changes fail" is incorrect. We'll explore how different people respond to change differently, and how you, the change agent, can navigate that complexity
- **Your Own Change Framework:** We'll take the learning from both days, and discuss what your own change framework could look like and you'll answer your own questions that were created at the beginning of Day 1.

Here's What You Will Receive:

- A copy of Lean Change Management
- Access to the Lean Change Agent Network
- Lean Change Management workbook IC-CAT (Coaching Agile Transitions) Certification

Who We Are



With almost 30 years experience in Organisational Change, Continuous Improvement, and Coaching, Ro has dedicated her career to helping organisations become agile and change ready.

Having delivered multiple business improvement and people change projects globally, Ro utilises her expertise and a Lean Change approach to help organisations navigate the link between Agile and Organisation Development using feedback driven tools and methods. She holds qualifications in Law & Employment Relations, Human Resources and Coaching and is a certified Agile and MSP practitioner.

Ro has co-authored “50 Top tools for Coaching” and for the past 3 years she has been jointly running a business delivering change management solutions, consultancy and coaching assignments.

She focuses on a science-based approach to change and the future of work in the digital age.



With almost 30 years experience in Organisational Change, IT Service Delivery, and Coaching, Charlotte has dedicated her career to helping organisations creatively fuse ideas to become resilient and accelerate change.

Having delivered multiple IT and people change projects globally, Charlotte utilises her expertise and a Lean Change approach to help organisations navigate the link between Agile and Organisation Development using feedback driven tools and methods. She holds qualifications Business Studies, Change Management, IT and Management Development and is a certified Agile practitioner.

Charlotte started Change Optimised in 2014 delivering change management solutions, consultancy, mentoring and coaching assignments.

She focuses on resilience using a science-based approach to help people and organisations become fit for the future in the digital age.

Fantastic! How do I apply?

To find out where and when our Programmes are just visit the link below
<https://www.changeoptimised.com.au/ic-agile-coaching-agile-transitions/>

Or, email us now change@changeoptimised.com.au and we'll be in touch.

Remember to let us know your best email and phone contact.



Thank You!

Charlotte & Ro

"The legacy we create is the energy footprint we leave behind"
Group Coaching, Ro Gorell