



Consulting and Training | Reach New Heights

Course Name

Agile Leadership and Change Management

Sector Name

Management And Leadership

Document Type

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Agile Leadership and Change Management

Course Introduction

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.

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Target Audience

- ✓ 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.

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Learning Objectives

- ✓ 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.

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Course Outline

✓ **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

Agile Leadership and Change Management

Course Outline

✓ 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

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Course Outline

✓ 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

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Course Outline

✓ 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

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Course Outline

✓ 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

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
March 14, 2027	March 18, 2027	5 days	4250.00 \$	KSA , Jeddah
June 28, 2027	July 2, 2027	5 days	4250.00 \$	UAE , Dubai
July 19, 2027	July 23, 2027	5 days	4250.00 \$	UAE , Dubai
Dec. 7, 2026	Dec. 11, 2026	5 days	5950.00 \$	Switzerland , Zurich

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