



Agile
Mastery
Institute

CLASSROOM | COACHING | COMMUNITY



Scrum Mastery Pathway

Our Mission

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



Our Mission

We will do this by raising the bar of agile training and eventually establishing holistic, multi-faceted, long-term support as the norm for meaningful role-based certification.



Our Manifesto

We are uncovering better ways of developing agile professionals. Through this work we have come to value:

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

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, smartphone app
- **Community forum** with dedicated private space
- **Certified credentials** along the journey

Scrum Mastery Skills

Respected

They have a reputation for integrity across the organisation

Empathic

They are sensitive to those around them

Tactful

They are diplomacy personified

Resourceful

They are creative in removing impediments to productivity

Alternative

They are prepared to promote a counter-culture

Inspiring

They generate enthusiasm and energy in others

Nurturing

They enjoy helping both individuals and teams develop and grow

Enabling

They are passionate about helping others be effective

Disruptive

They break the old status quo and help create a new way of working

Learning Objectives



Respected

- Outline three key points of Servant-Leadership
- Understand the importance of respect for a great Scrum Master
- Increase the respect others have for them

Empathic

- Understand the importance of empathy for a Scrum Master
- Notice and apply different levels of listening
- Develop their ability to empathise with others

Tactful

- Call out undesirable behaviour when needed with diplomacy
- Understand the psychological and cultural impacts of intervention
- Provide and role-model more effective feedback

Resourceful & Alternative

- Reduce the monotony of Scrum ceremonies for greater impact
- Increase the effectiveness of Scrum ceremonies and artefacts
- Expand their ability to engage and motivate people
- Develop and encourage creativity in themselves and others

Inspiring

- Craft inspiring and engaging Sprint goals and metaphors
- Understand and leverage intrinsic and extrinsic motivators
- Incorporate simple, visual progress indicators

Nurturing

- Balance the needs of the individuals with the needs of the team
- Understand and apply a model of human needs
- Understand and apply a model of team development

Enabling

- Understand different ways to enable a team
- Become aware of the potential to create co-dependency
- Increase self-sufficiency and reduce dependence of the team

Disruptive

- Proactively drive change at team and organisational levels
- Understand how people are influenced and persuaded
- Reduce apathy and fear of action in themselves and others

The Navigator Sessions

- **What are they?**

The Navigator Sessions are a set of unscripted sessions built in along the Pathway where we don't push content at you but rather meet you where you are and coach you on the specific challenges you have been tackling or are about to tackle in your unique agile transformation.

- **When are they?**

This can be flexibly agreed with your Licensed Guide and each cohort can decide on a different approach based on their circumstances. Ultimately though there are 15 hours worth of coaching sessions that can be used. Most cohorts tend to have one session per month and may even spread them out over longer than six months. Some go for fortnightly sessions.

- **What value do they give?**

Compared to "push based" agile training, the Navigator sessions are emergent "pull-based" learning. Our Guides can react to the unpredictable and provide real value in the moment and help learners establish a habit of continual learning, application and reflection.

- **What topics tend to get covered?**

Some topics are quite easy to predict because they stand out as more important in the Explorer Workshop while other topics emerge that sometimes surprise us. We've run Navigator Sessions on many topics including Team conflict, Stakeholder influencing, Estimating and planning techniques, Recruiting and onboarding new team members, Customer surveys, Specific coaching models, Value stream mapping, Presentation skills and Impostor syndrome to name a few.

- **Can we define topics in advance?**

In short, yes...especially for in-house cohorts. Clients sometimes identify extra topics outside of the learning objectives of the Explorer and Adventurer workshops. There's no reason why we can't build those in to the Navigator Sessions in advance before signing off on the Pathway.

Learning Objectives



Respected

- Role model the act of giving structured, non-judgmental feedback
- Analyse feedback for usefulness
- Create steps to develop a feedback culture

Empathic

- Become more influential and persuasive
- Make personal and organisational change easier
- Create a greater appetite for personal, team and organisational change

Tactful

- Become more comfortable with letting others find their answers
- Create an environment that encourages and supports thinking
- Develop a psychologically safe environment

Resourceful & Alternative

- Understand and mitigate cognitive biases in oneself
- Practice adopting alternative perspectives and reducing assumptions
- Assess the contexts appropriate for different team compositions
- Understand what a more fluid resourcing model might involve

Inspiring

- Develop a growth mindset in themselves and others
- Increase the resilience of themselves and others
- Appreciate the benefits of both optimism and pessimism

Nurturing

- Nurture a team dynamic in remote and hybrid settings
- Leverage technology in a helpful, yet minimalist way
- Design “remote-first” agile ceremonies

Enabling

- Understand the signs and consequences of burnout
- Develop and role model a personal sustainable pace
- Create a more rigorous discipline of Scrum Mastery

Disruptive

- Spread leadership throughout the organisation as a capability
- Explain the concept of contextually coherent leadership
- Notice where pushing for change could be counter-productive



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