

Applying Agile Principles to Build a High Performance IS Development Team

Target Audience: Information Systems (IS) professionals that are using the Agile Method in their software development processes as well as those that are using other development methods but want to employ the Agile principles for team behaviour and personal effectiveness, Also suitable for IS Development Managers and IS Project Managers .

Key Learning Outcomes

- Gain confidence in taking ownership of developing the team by capitalising and enhancing on your leadership qualities.
- Learn how to develop a high performance team culture using Agile principles.
- Understand key motivation principles and how to apply them for yourself and others in the IS development function.
- Discover how to improve your own effectiveness and that of your team in delivering high quality solutions to the business.
- Explore how to improve your personal and team effectiveness by understanding and adopting the Agile philosophies for team leadership, coaching and customer engagement.

Course Delivery

- ✓ Theory: Latest best practice
- ✓ Team discussions
- ✓ Individual and group exercises
- ✓ Case studies
- ✓ Technique application practice
- ✓ Personal action planning

Course Outline

DAY 1

Introduction

- Key Challenges faced by IS Development Professionals
- What's New in the World of IS Development ?

High Performance Teaming the Agile Way

- The Team Life Cycle
- Understanding Agile Behaviours – the Agile Leadership Framework
- Anatomy of a High Performance IS Development Team

Personal and Team Motivation

- Identifying What Motivates People
- Keeping the Team Motivated in a constantly changing and uncertain environment
- Making Effective Use of the Daily SCRUM

Managing Energy and Stress States

- Resourceful and Unresourceful States
- The Mind-Body Connect
- Identifying and Managing Stress in the Team

“ **Agility is one of the key challenges for today's large corporates ... and their key to success.** ”

Emanuela Giangregorio

DAY 2

On-the-Job Coaching

- The Role of a Coach
- Coaching Models and their Practical Application
- The 5-Step Delegation Process
- Giving Negative Feedback Constructively

Working 'Purposefully' on IS Projects – Staying Focused

- What it Means to be Purposeful
- Key Distractions and How to Manage Them in Faced-Paced Development Environments
- Managing Your Time - Effective Time Direction on Multiple IS Projects

Driving Project Engagement

- Identifying and Reporting Key Risks and Issues
- Managing Project Stakeholders
- Reporting Project Progress

Keys to Success

- Nurturing Trust in the Team and with the Business
- Your Power to Influence without Positional Power
- Building Relationships with the Business – Understanding their Value Drivers
- Summary of Top Tips
- Personal Action Planning

Pre-Course Work: Completion of Pre-Course Questionnaire

Course Material: Includes facilitator's slides, exercise worksheets, background reading/articles and recommended books

Ideal Number of Participants: 9

Maximum: 12

Minimum: 4