PROJACS ACADEMY
by egis

Agile Leadership; building Resilient Teams

القيادة الرشيقة وبناء فرق العمل المرنة

03 – 07 July 2023

Los Angeles / USA

Introduction

Organizations today are striving to stay on top of rapidly changing business needs and are coming to understand that the need to respond and adapt quickly is becoming increasingly important. Business leaders are now required to shift the way that they think about their role as a leader, their relationship to their employees, and the culture of their organization. Agile leaders are needed to help their organizations thrive in a volatile, uncertain, complex, and ambiguous (VUCA) world. Also, leaders should struggle to stay on top of rapidly changing business needs and are coming to understand that the need to respond and adapt quickly is increasingly important.

Practice agile leadership theory alongside like-minded leaders in immersive, customizable course designed by the leaders in business and team agility. The goal of this course is to bring awareness and understanding of the foundations of agile leadership. Exploring the way agile leaders think, focus, and behave allows the participants to begin their learning journey regarding what it takes to lead in today's workplace.

Objectives

By the end of this course practitioners shall learn to:

- Execute a step-by-step playbook for engaging leaders
- Overcome key Agile challenges
- Create the context for a high-performance organization
- Connect leadership behaviors with organizational culture
- Foster an "agile" organization aligned with the Agile Mindset
- Work more effectively as a manager and with managers
- Redefine effective executive leadership
- Engage people to create high-performance organizational culture
- Evolve culture at all levels of the organization
- Use key practices for leading lasting organizational growth
- See causes of resistance and mitigate them
- Have key conversations to clarify what is desired
- Enhance your own leadership skills.

Who Should Attend?

- Team Leads
- Managers (Line, Project, Program)
- Directors
- Vice Presidents
- CXO
- Scrum Masters
- Product Owners
- HR Professionals

Course Outline

Day One

Agile Leadership Introduction
- Why New Type of Leadership?
- Global Challenges
- VUCA World
- Traditional Management Theories
- Complexity & Uncertainty
- What is an Agile Organization?
- Benefits of Agile Leadership
- Agile Leadership
- Mindset Shifts
- Leadership development
- Organizational Culture
- Leader's Awareness
- Self-awareness
- Social Awareness
- Situational
- Personal Development
- Growth Mindset

Day Two

Organizational Culture
- Understanding why resilience and agility are required for an increasingly Complex, Unpredictable and Volatile world.
- The ORGANIC agility framework: a scaffolding approach to achieve organizational agility

- ORGANIC leadership behaviors: how an effective leader in the 21st century can adopt a multi-dimensional leadership approach
- Organizational archetypes: mapping organization, culture and leadership
- Cultural awareness and coherence: how to visualize your organizational culture and make it more coherent
- The Cynefin framework and situational decision-making approaches
- Focus on value: organizational design and enablers
- Leading high performing teams: competency mapping, team dynamics and team motivation
- Helping teams become resilient: influencing as a leader
- Organizational strategy and change in an agile context: validate learning in small steps
- Optimizing the value flow: collaboration across multiple teams

Day Three

Organizational Growth
- Working with Culture: Given a Culture Gap. What moves can we make? Work with Culture or Transformation.
- Complex Systems Thinking: Effective change is possible when we use a Complex Systems model. Cynefin. Attractors. Emergent Change.
- Healthy "Agile" Initiatives: How to get to a healthy initiative. How to focus on the real goals of Agile and clarify WHY.
- People-Centric Change: The methods we use to change must be aligned with the culture we hope to foster. How we may change in a way that values people.
- Transformation Case Study

Day Four

Leadership and organizational Models
- Management Paradigms: Contrast of Traditional "Modern" Management practices with Knowledge worker paradigm. Theory X, Theory Y.
- The Virtuous Cycle: Key drivers of success emergent across different high-performance organizational systems.
- Engagement (Gallup): Gallup has 12 proven questions linked to employee engagement. How can we move the needle?
- Advice Process: More effective decision-making using Advice Process. Build leaders. Practice with advice cards.

Day Five

Leadership Development
- Listening: Subtle and deep listening practice as the basis for all human interaction.
- 4 A's Leadership Model: Awareness, Acceptance, Aspiration & Ask for Help.

- Leading Through Culture: How to lead through culture so that innovation and engagement can emerge.
- Transformational Leadership: See how we may "be the change we want to see" in our organizations.
- Leadership in Hierarchy: Hierarchy impedes innovation. Listening and language tips to improve your leadership.

Training Method

- Pre-assessment
- Live group instruction
- Use of real-world examples, case studies and exercises
- Interactive participation and discussion
- Power point presentation, LCD and flip chart
- Group activities and tests
- Each participant receives a binder containing a copy of the presentation
- slides and handouts
- Post-assessment

Program Support

This program is supported by interactive discussions, role-play, case studies and highlight the techniques available to the participants.

Schedule

The course agenda will be as follows:
- Technical Session   08.30-10.00 am
- Coffee Break   10.00-10.15 am
- Technical Session   10.15-12.15 noon
- Coffee Break   12.15-12.45 pm
- Technical Session   12.45-02.30 pm
- Course Ends   02.30 pm

Course Fees*

- **6,200 USD**
  VAT is Excluded If Applicable

المقدمة

يعد التغيير احد ركائز القيادة المرنة وبالتالي حدوثه أمر حتمي لا مفر منه. ستتمكن المؤسسات التي تواجه التحديات الصعبة من خلال قاداتها الذين يتصفون بالرشاقة والمرونة وسرعة الاستجابة للتغيرات الحاصلة بينما تتخبط المؤسسات الأخرى أو تتعطل عن العمل.

ترفع القيادة الرشيقة مستويات الأداء وتتخلص من الهدر، وتسرع الإنجاز فتبقى المؤسسة مستعدة للتعامل مع أي طارئ، فيجد القائد مؤسسته جاهزة لمواجهة أي ظرف استثنائي. وفي القطاع الخاص تنصب الرشاقة على تسريع الأداء وتحسين المنتجات وتحقيق أقصى درجات المرونة في إدارة المشروعات التكنولوجية في عصر ما بعد ثورة المعلومات.

تقدّم هذه الدورة المهارات القيادية اللازمة للارتقاء في مستوى الإنجاز والازدهار والتميز في مجال الأعمال بالإضافة إلى الأدوات التي تساعد على التغلب على المخاطر التي تواجه المؤسسات في القرن الحادي والعشرين.

الاهداف

- التفكير بعقلية رشيقة.
- المرونة لتكون أفضل استعداد ا للمستقبل.
- شرح أهمية القيادة المرنة للمؤسسات.
- التنبؤ بالتغيير والتكيف معه بمرونة ورشاقة.
- قيادة وتطوير آليات الاستجابة السريعة للتغيرات البيئية.
- إنشاء استراتيجيات التواصل المرنة والمؤثرة لقيادة وتحفيز التغيير.
- تحديد الاستراتيجيات لبناء وتعزيز المرونة والرشاقة.
- وصف الآليات الذهنية لتطوير المرونة والرشاقة.
- مساعدة الفرق على تطوير أسلوب عقلية رشيقة.
- التعرف على ركائز العمل المرنة.
- تقييم قدرة المدراء القيادية المتعلقة بالأداء المرن.

الحضور

- المدراء التنفيذيون.
- أعضاء مجلس الإدارة ومدراء.
- الإدارة العليا.
- مدراء الأقسام.
- قادة الفرق.
- المحترفون الذين يسعون إلى تطوير معارفهم بأحدث التوجهات في الإدارة والقيادة.