Agile Mindset

What operational challenges do teams face?
How much time is needed to groom the backlog?
What agile tools do you suggest using?

Introduction

Staying relevant to the public is vital is continuing the legacy and business continuity. However, many public negative responses are constantly highlighted in the media. And although many systems and training programmes have been carried out by the organisation, yet all seemed futile to date. This is caused by a constant internal factor: the staffs' behaviour which is not Agile and unadoptable to organisational change.

An organisation's Agile journey is attained by renewing the staff's mindset, modifying current organizational designs, fostering collaborative team culture and changing behaviours aptly. In order to seek better ways to create value for customers, creating employee value flow that is connected to business goals, allowing them to engage, grow and thrive is significant. Change agent's emphasis of adopting Agile methods and not about transforming the culture of an organisation to support the Agile mindset and the typical result is failure.

Programme Objective
This programme aims to:
- Expose staff to the concept of Agile mindset to prepare them for organisational change and enhance their adaptability skills
- Intensify staff in their knowledge to create, motivate and maintain successful team dynamics team spirit
- Encourage greater thinking and creativity skills without hierarchy

Learning Outcomes
After completing this programme, the participants shall be able to:
- Enhanced staffs' mindset transformation towards adapting organizational change
- Key role mapping to outline individual and team roles
- Readiness planning to create strategies and tactics to manage resistance
- Create a transformational roadmap tailored to their own department/unit
- Enhance relationship dynamics among team members without distress

Who Should Attend?
Applicable to all levels of Non-executive to Executive staff in any organisation

Methodology
Lectures, Assessments, Case studies, Forum discussions, Role-play, Individual/group discussions, Audio & visuals, Highly interactive and gamification activities

Programme Outline

Time	Day One
9.00am – 10.30am	**Human Mindset Change: What & Why?** Mindset and belief systems affect everything in life from what a human thinks and feels to how they act and react to the world around them. This module introduces the fundamentals of change and the importance of a new mindset to be incorporated while at work to sustain a dynamic business environment
10.30am-11.00am	**Morning Break**
11.00am-1: 00pm	**Agile Mindset: Are You Ready?** This module introduces the Agile Mindset change terminology. Agile mindset is the set of attitudes supporting an agile working environment via respect, collaboration, improvement and learning cycles, pride in ownership, focus on delivering value, and the ability to adapt to change. Important element in Agile mindset is to prepare the participants willingness to deal with failure, to embrace challenges rather than avoidance
1.00pm-2.00pm	**Lunch**
2.00pm-3.30pm	**Working from the Heart & Soul** Participants understand the fundamentals of Agile mindset necessary to cultivate high-performing teams, who in turn deliver amazing value for their customers. Once the Agile Mindset is cultivated and nourished, the organisation will experience constructive results with their staff such as motivated and happy, adaptable and flexible, delivering great value and making their customers elated with results
3.30pm-4.00pm	**Tea Break**
4.00pm-5.00pm	**Change Begins from You** Organisations usually have many top performers which in turn means higher productive employees, more revenue and a constant, fast-paced growth. But the real challenge is conveying and encouraging individual performance and collaboration into team pacts which is discussed in this module

Time	Day Two
9.00am – 10.30am	**Agile Mindset & Its Challenges** Change is tough and challenging as many can be resistant to it. Participants understand change resistance which automatically happens when change is perceived negatively as a threat instead. Resistance elevates when employees fail to understand how they fit in with the new way of doing things in the organisation. This module teaches the participants resistance attributes and ways to overcome these obstacles
10.30am-11.00am	**Morning Break**
11.00am-1.00pm	**Culture Eat Strategy for Breakfast**

	Once staff in an organisation adapt and adopt Agile Mindset effectively, the company is positioned to acclimatise to the changing needs of their customers, essential for an efficient and highly functional structure. This module discusses techniques on how Agile mindset change is cultivated across the organization culture, as Agile teams and change agents are required to work together to achieve common goals.
1.00pm-2.00pm	**Lunch**
2.00pm-3.30pm	**Communicating Agile Mindset: For Sustainability** This module imparts to the participants methods on how to communicate and sustain Agile Mindset change which can only be created with individuals transforming and adapting a mindset of growth, shared vision, and collective ownership. Tools such as Trello will be applied to turn paper concepts into practical techniques besides applying an actionable plan template for the participants to utilise at their workplace
3.30pm-4.00pm	**Tea Break**
4.00pm-5.00pm	**Practices: Behaviour & Habits** The last module summarises and assists the participants to map out a canvas action plan with fundamental key performance indicators and target indicators for tracking and further improvement and sustainable Agile Mindset transformation journey in the organisation.