THE LEARNING TREE AGILE TRANSFORMATION ROADMAP

Agile Implementation Solutions for the Enterprise

CONTENTS

LEARNING TREE'S AGILE TRANSFORMATION SOLUTIONS

What is Agile Transformation?

Agile Transformation is the process of transitioning an organisation's culture and mindset from reactionary or "waterfall" means of getting work done to Agile ways of working, allowing the organisation to embrace continuous change and thrive in a flexible and collaborative environment.

01 Training & Certification

02 Experienced Agile Coaches

03 Executive Leadership Coaching

04 Transformation Planning Services

05 Embedded Coaching & Team Workshops

06 Skill Mapping & Training Needs Assessment

It takes more than just training to fuel a successful Agile transformation.

Learning Tree's Agile Transformation Solutions feature a customisable, multi-faceted approach that supports every level of the enterprise, from initial implementation to scaling for the enterprise, while addressing the most common Agile Transformation challenges.
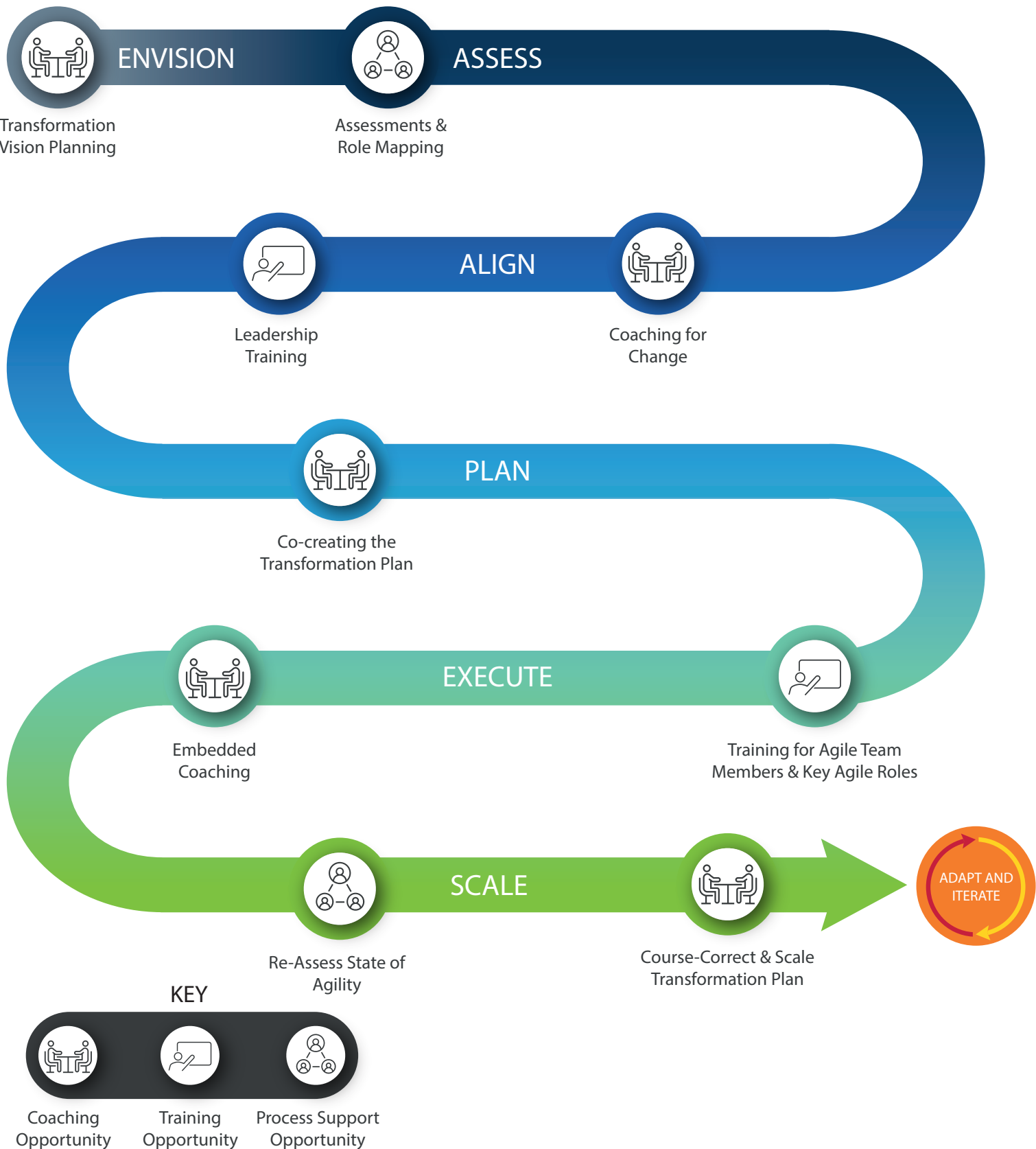
Learning Tree has helped numerous organisations globally (including Fortune 500 companies and government agencies) to navigate their Agile transformation — from assessment and planning to implementation and scaling.

Benefits of Learning Tree's Agile Transformation Solutions:

o 40+ years of experience supporting the world's most innovative organisations

o Agile consultants with real-word implementation and coaching and Instructor experience

o A framework-agnostic approach means Learning Tree can support your transformation no matter which approach you're using

o Extensive Agile learning curriculum offering flexibility and scalability to be the right fit for your organisation

o Partner to leading Agile Certifying bodies offering a range of Agile certification paths

o Experience scaling Agile solutions across continents and time zones

o Project Management and Service Delivery service – dedicated teams experienced and supporting organisations through their transformation journey

THE LEARNING TREE AGILE TRANSFORMATION ROADMAP

Learning Tree's Agile Transformation Solutions are never one-size-fits-all. Your dedicated Agile Program Coach will walk you through each step of the Agile Transformation Roadmap to co-create a customised, multi-faceted approach that supports your organisation's unique vision for Agile implementation. Whilst this is our recommend roadmap, many organisations choose to complete some steps on their own. Our role is to provide support and guidance in the areas in which your organisation needs support.

ENVISION
Transformation Vision Planning

ASSESS
Assessments & Role Mapping

ALIGN
Leadership Training

Coaching for Change

PLAN
Co-creating the Transformation Plan

EXECUTE
Embedded Coaching

Training for Agile Team Members & Key Agile Roles

SCALE
Re-Assess State of Agility

Course-Correct & Scale Transformation Plan

ADAPT AND ITERATE

KEY

Coaching Opportunity

Training Opportunity

Process Support Opportunity

HOW WE SUPPORT YOUR AGILE TRANSFORMATION

Learning Tree can provide broad support in the following opportunity categories. This brochure will detail the type of support Learning Tree can provide for each step of the roadmap.

What are COACHING OPPORTUNITIES?
Learning Tree's dedicated Agile Program Coaches can provide guidance to every level of your organisation through specialised coaching opportunities designed to address common cultural and mindset-based roadblocks that hinder Agile transformation success, including:
- Transformation Vision Planning
- Resistance to Change
- Leadership Mentorship
- Embedded Team Coaching for Agile Process Success
- … and more

What are PROCESS SUPPORT OPPORTUNITIES?
A lot of work goes into a successful Agile transformation beyond just "doing Agile." Learning Tree's dedicated Agile Program Coaches and support your organisation through processes necessary for Agile transformation success, including:
- Skill Assessment, Needs Assessment, Enterprise Agility Assessment, Role Mapping
- Launching the Agile Centre of Excellence
- Communicating the Transformation Plan
- … and more

What are TRAINING OPPORTUNITIES?
Training and certification are an integral part of any successful Agile transformation. Learning Tree's expert trainers can facilitate learning for every level of the organisation, including:
- Foundational Agile Training
- Leadership Training
- Agile Training for Key Roles (Scrum Master, Product Owner, etc.)
- … and more

Learning Tree's Agile Solutions Feature Accredited Certification Training from Agile Industry Experts, including:

Scrum Alliance®   DevOps INSTITUTE   Project Management Institute.   APMG International

SCALED AGILE®

PHASES 0 & 1: ENVISION & ASSESS

It's hard to know where you're going if you don't know where you're starting from. During Phase 1: Assess, your dedicated Agile Program coach will help you assess the big picture of your Agile transformation vision, goals, and expectations, while also assessing your organisation's current state of agility.

COACHING OPPORTUNITIES

Transformation Vision Planning: Before the first phase of transformation begins, your Agile Program Coach will walk your organisation's executives, leaders, and change agents through identifying expectations, preconceptions, and goals of Agile implementation to arrive at a shared vision for the organisation's Agile transformation.

ENVISION   ASSESS

ALIGN

PLAN

EXECUTE

SCALE

PROCESS SUPPORT OPPORTUNITIES

- **Skill Assessment, Training Needs Assessment & Role Mapping:** Individual and team skill assessments, plus organisational role mapping, can determine whether the right people are in the right place, as well as identify opportunities where further training is needed.
- **Enterprise Agility Assessment:** Assessing an organisation's agile maturity provides a clear picture for where the transformation needs to start, as well as a baseline from which the organisation can compare its progress at regular intervals.
- **Communicating the Assessment Plan & Goals:** Before assessment starts, it's important that all levels of the organisation are aware of what to expect when it comes to assessment plans, to both energise the organisation for changes to come and assuage concerns as they arise.
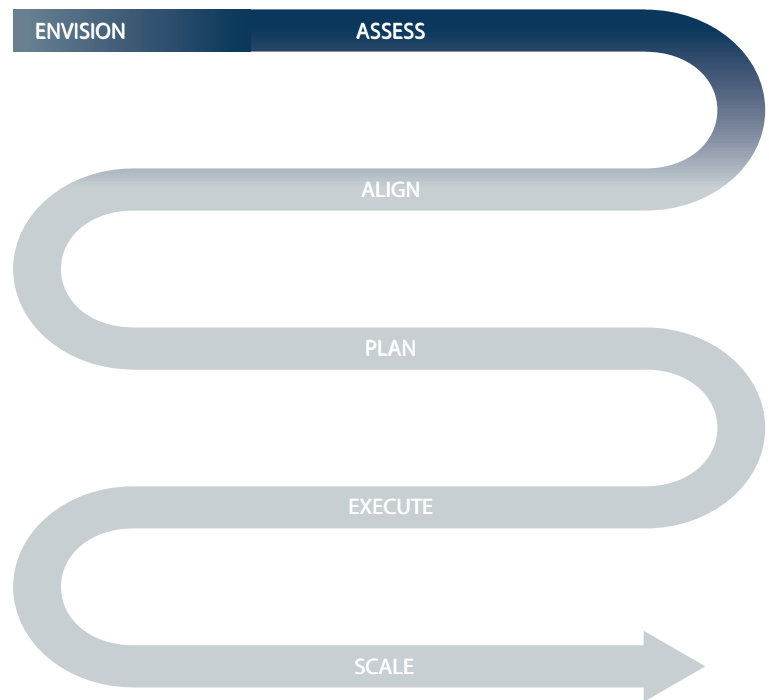
"Does my organisation need to go through every step of the Learning Tree Agile Transformation Roadmap?"

The answer is yes… and no. Learning Tree believes that to maximise the potential of success for your Agile implementation, every phase of the roadmap should be included as part of your overall transformation plan — and Learning Tree is ready to partner with you every step of the way. If you're already working on some of these steps, however, and you only need Learning Tree's guidance on select pieces of your plan, our Agile Program Coaches are ready to support your Agile implementation in the way that makes the most sense for your transformation goals.

PHASE 2: ALIGN

It's time to ensure we're all rowing in the same direction. During Phase 2: Align, your Agile Program Coach will coach and train your organisation's leadership, stakeholders, and change agents on their roles and responsibilities for transformation, while ensuring all levels of the organisations are ready to embrace the changes to come.

ENVISION   ASSESS

ALIGN

PLAN

EXECUTE

SCALE

COACHING OPPORTUNITIES

- **Kick-Off Event:** Your Agile Program Coach will meet with key leadership, stakeholders, and managers to communicate the shared vision for Agile transformation and talk through the opportunities (and challenges) to come.

- **Leading Transformation Change:** Lack of leadership buy-in is one of the most common reasons given for Agile transformation failure. Your Agile Program Coach will ensure leadership understands their responsibility in championing Agile culture and mindset within the organisation.

- **Coaching for Change:** Change is hard! Your Agile Program Coach will ensure that all levels of the organisation are ready embrace change by communicating the vision, addressing resistance to change and fear of the unknown — and most importantly, really listening to the concerns of each individual.
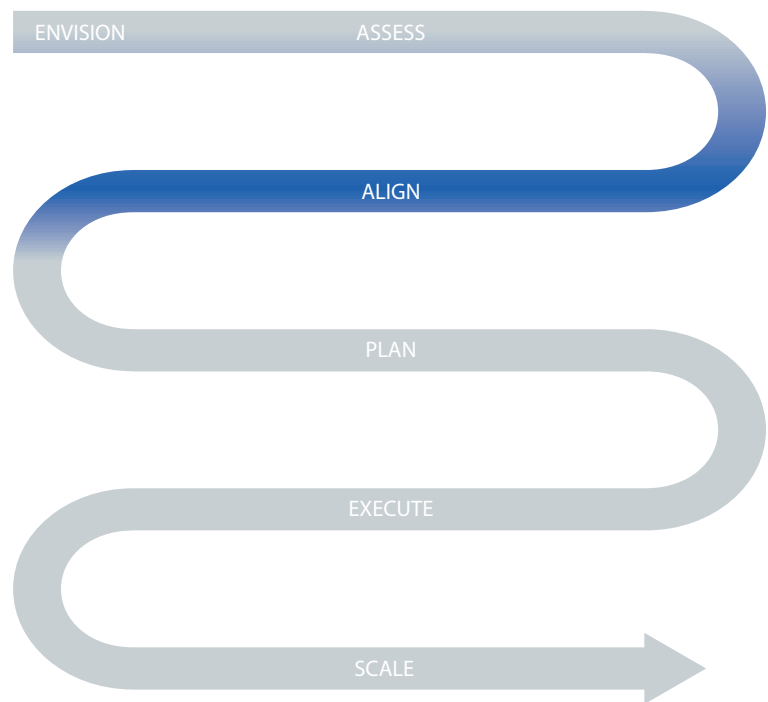
TRAINING OPPORTUNITIES

COURSE	TITLE		CERT PARTNER	LEVEL
1835	CAL-E/O/T	★	Scrum Alliance	Foundation
3625	AgileSHIFT	★	APMG	Foundation
288	APMG Change Management Foundation & Practitioner	★	APMG	Intermediate
3647	Business Agility Foundations (ICP-BAF)	★	ICAgile	Intermediate
1817	Leading SAFe®	★	Scales Agile	Intermediate
1826	SAFe® for Government	★	Scaled Agile	Intermediate
3401	Agile Leadership Training		-	Intermediate

PROCESS SUPPORT OPPORTUNITIES

Agile Centre of Excellence: Your Agile Program Coach can assist in the creation of your Agile Centre of Excellence, your core group of change agents responsible for championing the adoption of Agile culture, mindset, and the Agile Transformation plan within the organisation.

★ *Denotes courses eligible for certification*

PHASE 3: PLAN

Your transformation plan must be as unique as your organisation. During Phase 3: Plan, you will co-design your customised Agile Transformation Plan with your Agile Program Coach — from choosing the right Agile frameworks and methodologies to crafting the execution plan.

COACHING OPPORTUNITIES

ENVISION   ASSESS

ALIGN

PLAN

EXECUTE

SCALE

- **Choosing Frameworks & Methods:** Your Agile Program Coach will walk organisational leadership and the Agile Centre of Excellence through selecting the right frameworks and methodologies that will govern the practices and processes teams will adopt as part of the Agile Transformation Plan.

- **Co-Creating the Transformation Plan:** Your Agile Program Coach will guide organisational leadership and the Agile Centre of Excellence through the creation a customised, multi-faceted execution approach that supports your organisation's unique vision for Agile implementation, including:
- Choosing metrics, benchmarks & key performance indicators (KPIs) for program success
- Identifying teams and/or value streams that will undergo transformation as part of the execution phase
- Selecting the right mix of training to complement your Agile Transformation Plan
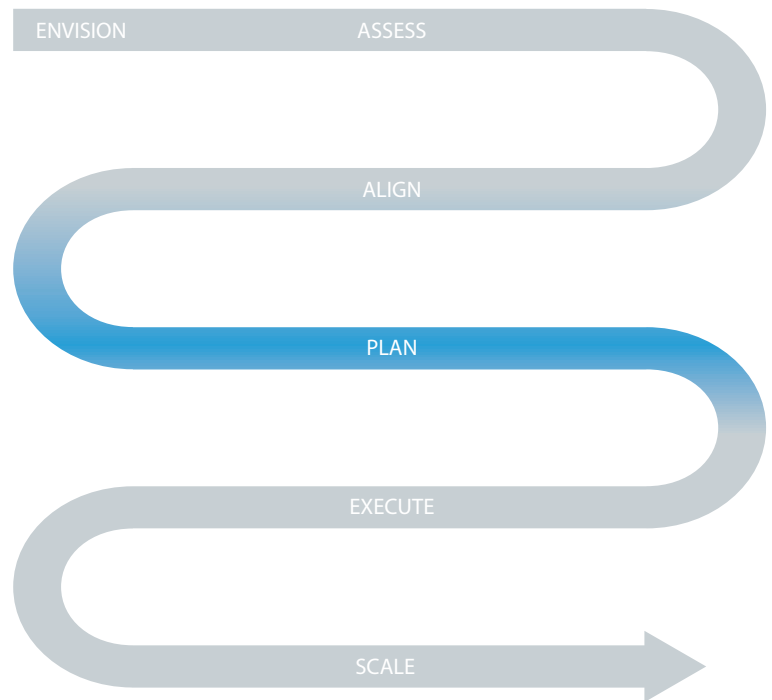
PROCESS SUPPORT OPPORTUNITIES
Communicating the Plan & Expectations to the Organisation: Before starting Phase 4: Execution, it's imperative that the Agile Transformation Plan is communicated to the organisation so that each level of the organisation understands the changes to come, and their individual role and responsibility in the success of the program.

PHASE 4: EXECUTION

You've laid down the tracks. Now it's time to get your Agile transformation train in motion. During Phase 4: Execution, your Agile Program Coach will ensure teams are organised for agility, facilitate training, coach Agile ceremonies and workshops, and mentor leadership, all while:

- **Facilitating training** to prepare Agile teams for their roles in the Agile Transformation Plan
- **Identifying impediments** to Agility and addressing them in real time
- **Supporting transparency and collaboration** while breaking down functional silos
- **Championing Agile culture and mindset**
- **Fostering the continuous improvement and innovation** that leads to maximised value delivery and Agile transformation success

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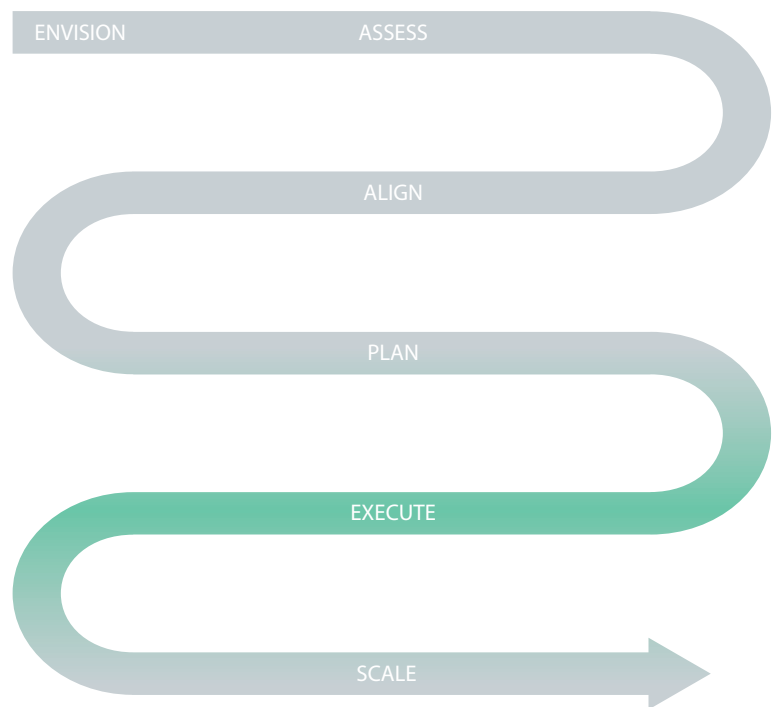
COACHING OPPORTUNITIES

- **Embedded Coaching:** Teams and/or value streams are supported through initial iterations of Agile practice as needed to reinforce culture, mindset, and Agile best practices.
- **Leadership Mentorship:** Your Agile Program Coach will mentor key leadership, managers, and change agents as needed to reinforce their role in championing the Agile transformation within the organisation.

In this real-life Embedded Coaching Plan, Agile teams were coached through the first three iterations of Agile practice, with a dedicated Agile Coach fostering best practices live during key Agile ceremonies. By the end of the coaching plan, teams were able to successfully self-manage Agile processes. The Embedded Coaching Plan was preceded by intensive training for key Agile roles as well as Agile team member training.

SAMPLE EMBEDDED COACHING PLAN

SPRINT 1	SPRINT 2	SPRINT 3
Sprint Planning **1 day**	Sprint Planning **1 day**	Sprint Planning **1 day**
Backlog refinement, requirements and estimation **1 day**	Backlog refinement, requirements, estimation and supporting iterations **0.5 day**	Backlog refinement, requirements, estimation and supporting iterations **0.5 day**
Supporting iterations **1 day**		
Coaching **0.5 day**		
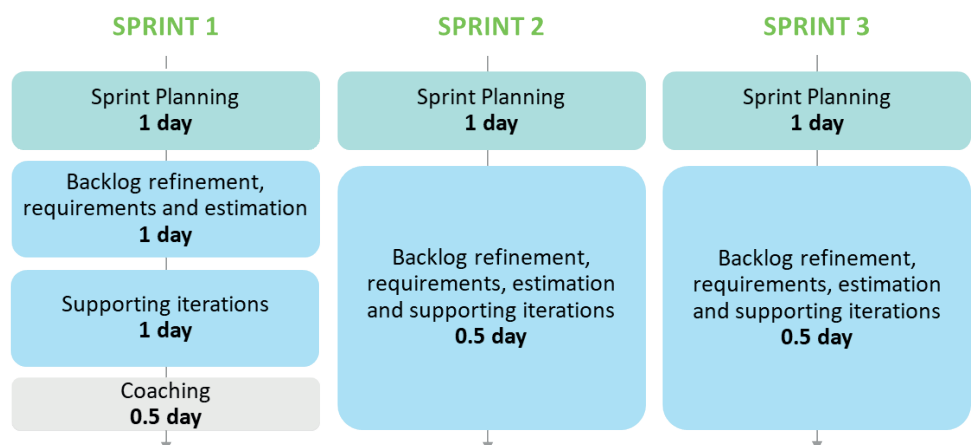
PHASE 4: EXECUTION

TRAINING OPPORTUNITIES

Foundational Agile Training Options

COURSE	TITLE		CERT PARTNER	LEVEL
918	Agile Fundamentals	★	-	Foundation
3647	Business Agility Foundations (ICP-BAF)	★	ICAgile	Intermediate

Training for Key Agile Roles Options Scrum Master / Release Train Engineer / Agile Coach

COURSE	TITLE		CERT PARTNER	LEVEL
1813	Certified ScrumMaster® (CSM)	★	Scrum Alliance	Foundation
1823	Advanced Certified ScrumMaster® (A-CSM)	★	Scrum Alliance	Intermediate
1833	Certified Scrum Professional-ScrumMaster (CSP-SM)		Scrum Alliance	Advanced
1840	Disciplined Agile Scrum Master (DASM)	★	PMI	Foundation
1841	Disciplined Agile Senior Scrum Master (DASSM)	★	PMI	Intermediate
1817	Leading SAFe®	★	Scaled Agile	Intermediate
1807	SAFe® Scrum Master (SSM)	★	Scaled Agile	Intermediate
1808	SAFe® Advanced Scrum Master (SASM)	★	Scaled Agile	Advanced
1829	SAFe® Release Train Engineer (RTE)	★	Scaled Agile	Advanced
3649	Agile Team Facilitation Training (ICP-ATF)	★	ICAgile	Intermediate
3648	Agile Coach Training (ICP-ACC)	★	ICAgile	Advanced

Training for Key Agile Roles Options Product Owner / Product Manager

COURSE	TITLE		CERT PARTNER	LEVEL
1814	Certified Scrum Product Owner® (CSPO)	★	Scrum Alliance	Foundation
1824	Advanced Certified Scrum Product Owner® (CSPO)	★	Scrum Alliance	Intermediate
1834	Certified Scrum Professional-Product Owner (CSP-PO)	★	Scrum Alliance	Advanced
1817	Leading SAFe®	★	Scaled Agile	Intermediate
1806	SAFe® Product Owner/Product Manager (POPM)	★	Scaled Agile	Intermediate
1828	SAFe® Lean Portfolio Management (LPM)	★	Scaled Agile	Advanced
3646	Agile Product Ownership Training (ICP-APO)		ICAgile	Intermediate
3644	Agile Project Management Training (ICP-APM)	★	ICAgile	Intermediate
3645	Delivery at Scale Training (ICP-DAS	★	ICAgile	Advanced
4591	Introduction to Scrum		-	Foundation
4598	Effective User Stories		-	Intermediate

Training for Key Agile Roles Options Agile Project Manager

COURSE	TITLE		CERT PARTNER	LEVEL
1177	PRINCE2 Agile® Foundation	★	PeopleCert	Foundation
3634	PRINCE2 Agile® Practitioner	★	PeopleCert	Advanced
1350	PRINCE2® Agile Foundation & Practitioner	★	PeopleCert	Advanced
3644	Agile Project Management Training (ICP-APM)	★	ICAgile	Intermediate
3645	Delivery at Scale Training (ICP-DAS)	★	ICAgile	Advanced
3605	PMI-Agile Certified Practitioner (PMI-ACP)®	★	PMI	Intermediate
3633	AgilePM® Foundation and Practitioner	★	APMG	Intermediate
3642	Agile Project Management with Jira		-	Foundation
1821q	Applied Leadership for Traditional and Agile Projects		-	Intermediate

★ *Denotes courses eligible for certification*

PHASE 4: EXECUTION

TRAINING OPPORTUNITIES

Agile Team Member Training Options Agile Software Development Team Members

COURSE	TITLE		CERT PARTNER	LEVEL
1836	Certified Scrum Developer® (CSD)	★	Scrum Alliance	Foundation
1818	SAFe® for Teams	★	Scaled Agile	Foundation
1827	SAFe® Agile Software Engineering	★	Scaled Agile	Intermediate
933	Agile Programming Professional (ICP-PRG)	★	ICAgile	Intermediate
944	Agile Software Design Professional (ICP-ASD)	★	ICAgile	Intermediate
1815	Agile Testing Strategies and Practices (ICP-TST)	★	ICAgile	Intermediate
1820	Agile Test Automation Training (ICP-ATA)	★	ICAgile	Intermediate
4591	Introduction to Scrum		-	Foundation

Agile Team Member Training Options DevOps Team Members

COURSE	TITLE		CERT PARTNER	LEVEL
3685	DevOps Foundation® (DOFD)	★	DevOps Inst	Foundation
3684	DevOps Engineering Foundation® (DOEF)	★	DevOps Inst	Foundation
3694	Site Reliability Engineering Foundation® (SREF)	★	DevOps Inst	Foundation
3794	Site Reliability Engineering Practitioner® (SREP)	★	DevOps Inst	Intermediate
3695	SecDevOps Foundation® (SDOF)	★	DevOps Inst	Intermediate
3795	SecDevOps Practitioner® (SDOP)	★	DevOps Inst	Intermediate
3686	DevOps Leader® (DOL)	★	DevOps Inst	Intermediate
3689	Continuous Testing Foundation® (CTF)	★	DevOps Inst	Intermediate
3690	Certified Agile Service Manager® (CASM)	★	DevOps Inst	Intermediate
3641	Foundations of DevOps Training (ICP-FDO)	★	ICAgile	Foundation
1809	SAFe® DevOps (SDP)	★	Scaled Agile	Foundation
1222	DevOps Engineering on AWS	★	-	Intermediate
1816	Agile Software Development with Azure DevOps		-	Intermediate
8523	Designing & Implementing Microsoft DevOps Solutions (AZ-400)	★	-	Advanced

★ *Denotes courses eligible for certification*

PHASE 5: SCALE

Congratulations! You've made it past your first execution phase in your Agile Transformation Plan — but this is no time to rest if enterprise agility is your goal. During Phase 5: Scale, your Agile Program Coach will review established metrics and guide your Agile Centre of Excellence in course-correcting the Agile Transformation Plan, while getting ready for the next phase of execution.

COACHING OPPORTUNITIES

Course-Correct & Scale Transformation Plan: After re-assessing the organisation's state of agility, your Agile Program Coach will guide organisational leadership and the Agile Centre of Excellence through course-correcting and scaling the Agile Transformation Plan, including:

- Choosing new metrics, benchmarks & key performance indicators (KPIs) for continued program success
- Identifying teams and/or value streams that will undergo transformation as part of the next execution phase
- Further scaling the Agile Transformation Plan until optimal enterprise agility is achieved

ENVISION
ASSESS
ALIGN
PLAN
EXECUTE
SCALE

PROCESS SUPPORT OPPORTUNITIES

Re-Assess the State of Agility: Your Agile Program Coach will help you re-assess skills and enterprise agility to ensure your vision for Agile transformation is on the right track. They will also review metrics, KPIs, and benchmarks with the Agile Centre of Excellence to gauge progress toward Agile transformation goals.

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