SCALED AGILE
PARTNER

PLATINUM
SPCT

The
Learning Tree
Model for

SAFe
Implementation
Success

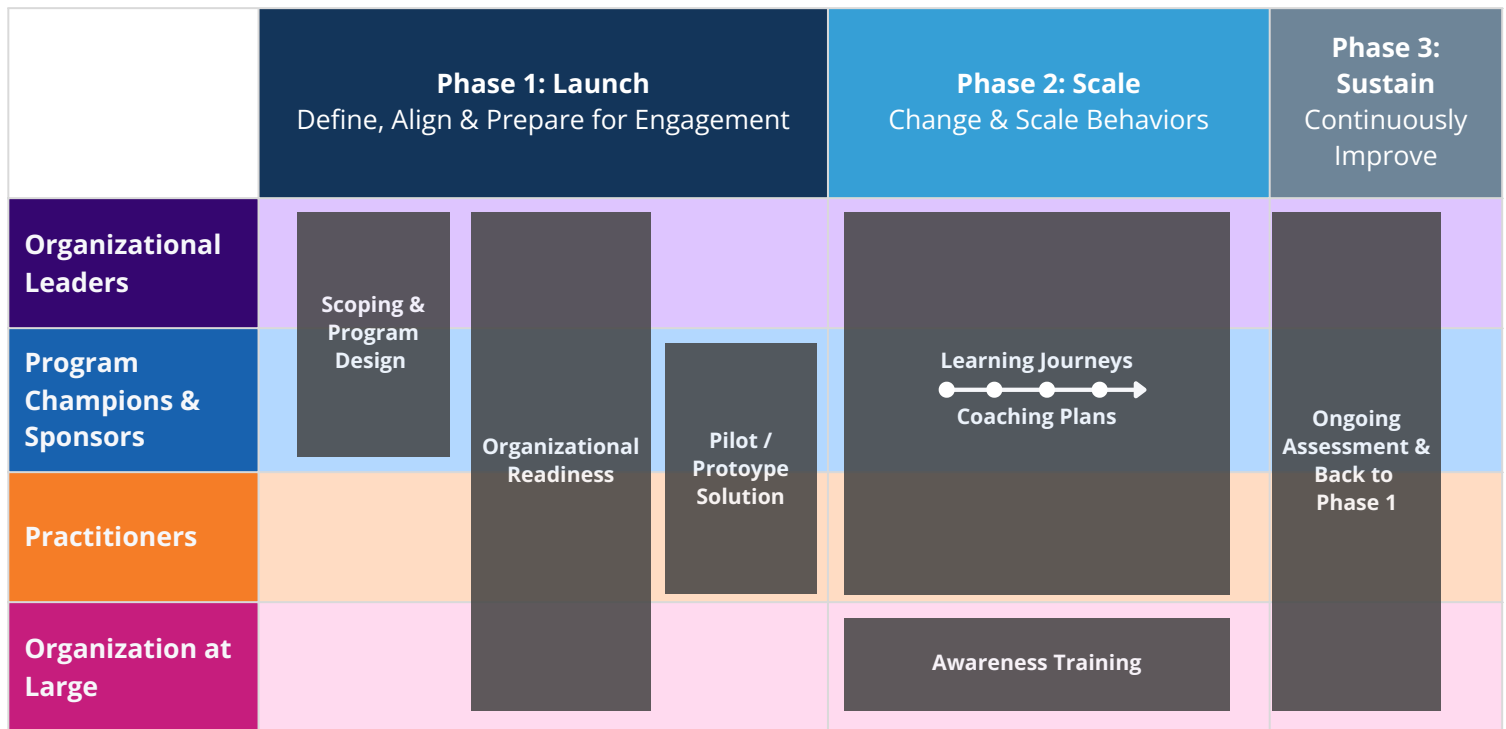LAUNCH · SCALE · SUSTAIN

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It takes more than just training to fuel a successful SAFe implementation. Learning Tree's Launch • Scale • Sustain model for organizational transformation is a customizable, multi-faceted approach that supports every level of the enterprise at every stage of the game, from initial implementation, to scaling and adoption, through to sustaining meaningful long-term change.

THE LAUNCH • SCALE• SUSTAIN MODEL

Learning Tree's **Launch • Scale • Sustain Model** supports every level of the organization through the hearts, minds, and skills journey required for enduring innovation. Far beyond training, it provides the guidance, tools, skills, and expert reinforcement needed to align vision, embed new behaviors, and sustain meaningful long-term change.

	Phase 1: Launch Define, Align & Prepare for Engagement		Phase 2: Scale Change & Scale Behaviors	Phase 3: Sustain Continuously Improve
Organizational Leaders	Scoping & Program Design		Learning Journeys ●—●—●—●—▶ Coaching Plans	Ongoing Assessment & Back to Phase 1
Program Champions & Sponsors		Organizational Readiness	Pilot / Protoype Solution	
Practitioners				
Organization at Large			Awareness Training	

The Launch • Scale • Sustain Model supports your SAFe Implementation with activities designed to engage all levels in an organization throughout the process. For example:

- **Organizational Leaders** build alignment, strategic foresight, clarity of purpose, and re-calibrate their tolerance for risk with workshops targeted to their critical role in transformation success.

- **Program Champions & Sponsors** shape vision into a concrete plan, governance structure, and roadmap, working with Learning Tree's experts to co-facilitate the program.

- **Practitioners** develop and reinforce new skills and build confidence through structured learning journeys and expert coaching.

- **The Organization at Large** builds momentum, gains awareness, and understands the "why" through dedicated bite-sized activities that build a strong foundation for change.

OVERCOMING THE BARRIERS TO LASTING CHANGE

Learning Tree's **Launch • Scale • Sustain** approach addresses the most commonly-cited factors in **SAFe Implementation** failure.

❌ **Lack of Leadership Support / Risk Avoidance**
✅ Too often leaders focus on reasons *not* to act. Learning Tree engages organisational leadership from the start, aligning vision, defining success metrics, and helping leaders re-calibrate their understanding of the inherent risk in innovation vs. adhering to the status quo.

❌ **Organisational Resistance to Change**
✅ Resistance often arises from poor communication and lack of involvement. Learning Tree brings the *what* and *why* of change to life for your whole organisation from the very beginning and keeps momentum going across every phase of the initiative. From kick- off, to learning journeys and awareness training, every level of the organisation receive the knowledge and skills they need right-sized to their needs.

❌ **Talent Gaps & Slow Adoption**
✅ Learning Tree helps your workforce cultivate the skills and reinforces the mindset needed for lasting change through instructor-led training, coaching, workshops, and certifications.

❌ **Lack of Expertise at Scale**
✅ Whether you need experts to lead your initiative or a partner to help scale your vision, Learning Tree provides the right level of support at the right time, tailored to your organisation's requirements.

❌ **Backsliding into Old Habits**
✅ Learning Tree's approach includes routine check-in to inspect and adapt the program for continuous improvement.

SAFE IMPLEMENTATION SOLUTIONS

Program Scenario: Comprehensive End-to-End SAFe Implementation Support
Organization Size: 1,000+ employees, with approximately 100 per Agile Release Train (ART)
Program Duration: 12 months

Phase 1: Launch — Activities

Scoping & Program Design
Consultations to assess your current state, goals, and challenges, and shape a tailored transformation plan.
- **Scoping Consultation:** Define current state, goals, program KPIs, and obstacles.
- **Program Design & Management Consultation:** Refine into a clear plan for governance and delivery.
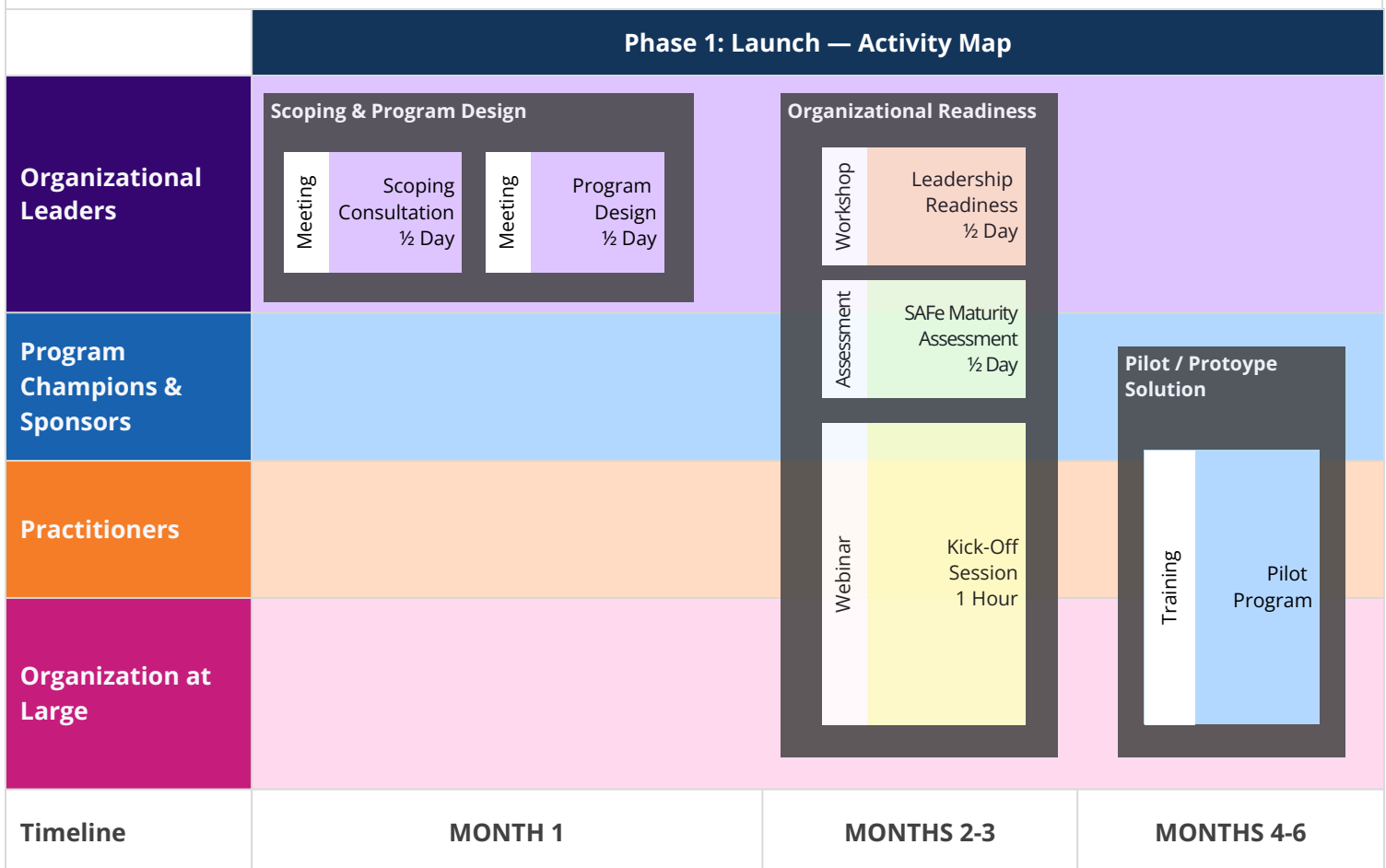
Organizational Readiness
Prepare every level of the organization for change.
- **Leadership Readiness Session:** An executive-focused workshop designed to equip senior leaders with the insight, alignment, and strategic foresight needed to lead a successful SAFe implementation — including reframing risk by weighing the cost of innovation vs. the cost of adhering to the status quo.
- **SAFe Maturity Assessment:** Official SAFe assessment led by a Learning Tree SPC/SPCT.
- **Kick-Off Session:** Webinar to communicate the "why" and build momentum.

Pilot / Prototype
A small-scale trial of the Scale phase to validate the approach, demonstrate early wins, and fine-tune before wider rollout.

	Phase 1: Launch — Activity Map		
Organizational Leaders	**Scoping & Program Design** Meeting / Scoping Consultation ½ Day Meeting / Program Design ½ Day	**Organizational Readiness** Workshop / Leadership Readiness ½ Day Assessment / SAFe Maturity Assessment ½ Day Webinar / Kick-Off Session 1 Hour	
Program Champions & Sponsors			**Pilot / Protoype Solution**
Practitioners			Training / Pilot Program
Organization at Large			
Timeline	**MONTH 1**	**MONTHS 2-3**	**MONTHS 4-6**

SAFE IMPLEMENTATION SOLUTIONS

Phase 2: Scale — Learning Journeys & Awareness Training

Learning Journeys
These role-specific learning paths to are designed to embed new skills and reinforce behaviors.
- **Learning Journeys:** Official SAFe certification pathways for key roles
- **SAFe Executive Workshop:** Equips leaders with the understanding and alignment needed to guide a successful SAFe transformation.
- **ART Design & Launch Workshop:** Learn to structure and launch an Agile Release Train, ensuring teams, roles, and events are set up for delivery.

Awareness Training
Self-paced and/or expert-led organization-wide resources to build baseline knowledge, reduce resistance, and foster alignment.

Phase 2: Scale — Activity Map
Learning Journeys & Awareness Training

	Step 1	Step 2	Step 3	Step 4
Organizational Leaders	*Learning Journeys* Training — Leading SAFe 2 Days	Workshop — SAFe Executive Workshop ½ Day		
SAFe Implementation Leaders	Training — Leading SAFe 2 Days	Training — Lean Portfolio Mgmt 2 Days	Training — Implementing SAFe 4 Days	Workshop — ART Design & Launch 2 Days
Practitioners — SAFe Scrum Masters	Training — Leading SAFe 2 Days	Training — SAFe Scrum Master 2 Days	Training — Advanced Scrum Master 2 Days	Training — Release Train Engineer 3 Days
Practitioners — SAFe Product Owners & Managers	Training — Leading SAFe 2 Days	Training — SAFe POPM 2 Days	Training — Agile Product Management 3 Days	Training — Lean Portfolio Management 2 Days
Practitioners — Other ART Team Members	Training — SAFe for Teams 2 Days			
Organization at Large	*Awareness Training* Training — Agile Fundamentals On-Demand	Webinar — SAFe 6.0 Overview 1 Hour	Webinar — SAFe: Getting Results 1 Hour	
Timeline	MONTHS 7-9			

SAFE IMPLEMENTATION SOLUTIONS

Phase 2: Scale — Coaching Plan

Embedded Coaching
Progressively empower your team to manage their own ARTs through expert coaching over the course of 3 PIs, providing hands-on guidance, reinforcing new behaviors, and ensuring practices take root for longterm success.

	Phase 3: Sustain — Continuously Improve		
	PI 1	**PI 2**	**PI 3**
SAFe Implementation Leaders	**Coaching Plan**		
	PI Planning 2 Days	PI Planning 2 Days	PI Planning 2 Days
Practitioners	Backlog, requirements and estimating 1 Day	Backlog, requirements and estimating 1 Day	Backlog, requirements and estimating 1 Day
	Embedded Coaching 2 Days	Embedded Coaching 1 Day	
Timeline	**MONTHS 10-12**		

SAFE IMPLEMENTATION SOLUTIONS

Phase 3: Sustain — Activities

Regular maturity and ROI reviews to ensure continuous improvement, prevent backsliding, and guide next steps in collaboration with your organization's Community of Best Practice.
- Re-scoping Consultation (1-2 hours)
- Program Design & Management Consultation (1 hour)

	Phase 3: Sustain Continuously Improve		
Organizational Leaders	**Scoping & Program Design**		
	Meeting	Re-Scoping Consultation ½ Day	Meeting	Program Re-Design ½ Day	**Back to Phase 1**
Program Champions & Sponsors			
Timeline	**MONTH 12**		

SAFE SOLUTIONS OFFERINGS

Learning Tree's Agile Transformation Solutions are never one-size-fits-all. Explore our full suite of SAFe Implementation Solutions and let's co-create your tailored, multi-layered plan that aligns with your vision for SAFe — and at the level of support or guidance you need.

Launch Phase Activities

Learning Tree provides SAFe consulting services to help leadership define the implementation strategy, roadmap, success measures, budget, change management plan, and implementation team charter. Whether you are launching, relaunching, or course-correcting an initiative that isn't meeting expectations, our experts guide you with proven practices to set your transformation on the path to success.

Activity Title	Duration
Scoping Consultation	½ Day
Program Design & Management Consultation	½ Day
Agile/DevOps Tools Consultation	1 Day
Leadership Readiness	½ Day
SAFe Maturity Assessment	½ Day
Kick-Off Sessions	1 Hour
Pilot / Prototype Program	Varies

SAFe Workshops

These official SAFe workshops are expertly customized and delivered specifically tailored to your context, moving the needle rapidly on your implementation plan.

Workshop Title	Duration	Workshop Title	Duration
Implementation Strategy and Roadmap Planning	1 Day	Lean Portfolio Management Formation	1 Day
LACE Chartering	1/2 Day	Team Chartering	1/2 Day
Value Stream Identification	1 Day	PI Planning Launch	2 Days
ART Design & Launch	1 Day	Problem Solving Workshop	1/2 Day
Product Management Formation	1 Day	Measure and Grow	1/2 Day

SAFE SOLUTIONS OFFERINGS

Awareness Activities Self-paced and/or expert-led organization-wide resources to build baseline knowledge, reduce resistance, and foster alignment.

Activity Title	Type	Product Number
Agile Fundamentals On-Demand	On-Demand Training	7918
SAFe 6.0 Overview	Webinar	5317
Implementing SAFe: From Misunderstandings to Meaningful Results	Webinar	5330

SAFe Training

Course Title	Course Number
Leading SAFe® Certification Training	1817
Leading SAFe® for Government	1826
SAFe® for Teams (SP Certification) Training	1818
SAFe® Product Owner/Product Manager (POPM Certification) Training	1806
SAFe® Agile Product Management (APM Certification) Training	1832
SAFe® Lean Portfolio Management (LPM Certification) Training	1828
SAFe® Scrum Master (SSM Certification) Training	1807
SAFe® Advanced Scrum Master Certification Training	1838
SAFe® DevOps (SDP Certification) Training	1809
SAFe® for Architects (ARCH Certification) Training	1831
SAFe® Release Train Engineer (RTE Certification) Training	1829
Implementing SAFe® (SPC Certification) Training	1837
Advanced SAFe Practice Consultant (ASPC) Certification Training	1839
SAFe Advanced Facilitator Micro-credential: Value Stream Mapping	5356
SAFe Advanced Facilitator Micro-credential: Conflict & Collaboration	5357
SAFe for Government Micro-credential: Roles & Responsibilities	5358
SAFe Micro-credential: Achieving Responsible AI	5355

WHY LEARNING TREE

A Trusted Innovation & Transformation Partner
Learning Tree has helped numerous organisations globally (including Fortune 500 companies and government agencies) in achieving successful and sustainable long-term change.

- Deep industry experience supporting the world's most innovative and mission- critical organisations
- Expert consultants, coaches, and instructors with extensive, real-world change management and transformation experience
- A framework-agnostic approach that flexes to support your organisation's chosen methodologies and change strategies
- Broad curriculum spanning leadership, project management, service management, Agile, AI, and more — scalable to your organisation's needs
- Partnerships with leading accreditation bodies offering a range of foundation and advanced certification paths
- Proven track record scaling transformation solutions across regions, departments, and time zones
- Dedicated Project Management and Service Delivery teams to ensure your change journey stays aligned, on track, and on budget

LEARNING TREE™
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