# €TRAINING

## Agile Organizational Change

25 - 29 November 2024
Rome (Italy)

# Agile Organizational Change

## Introduction:

This training program provides an in-depth exploration of how organizations can effectively manage change using agile principles. It empowers participants to lead agile change initiatives that enhance organizational responsiveness and resilience in a constantly evolving business environment.

## Program Objectives:

### At the end of this program, participants will be able to:

- Understand the fundamentals of agile methodologies and their application to organizational change.

- Develop strategies for managing change using agile frameworks.

- Facilitate stakeholder engagement and alignment during agile transformations.

- Lead and support teams through agile change processes.

- Evaluate the impact of agile change initiatives on organizational performance.

## Targeted Audience:

- Change Managers and Transformation Leaders.

- Organizational Development Professionals.

- HR Professionals.

- Project Managers and Team Leaders.

- Business Analysts and Consultants.

## Program Outline:

### Unit 1:

### Introduction to Agile Change Management:

- Understanding Agile Principles in the Context of Change Management.

- The Role of Agile in Driving Organizational Change.

- Key Differences Between Traditional and Agile Change Management Approaches.

- Benefits of Adopting Agile for Organizational Change.

- Overview of Agile Change Frameworks Scrum, Kanban, Lean.

- Case Studies of Successful Agile Change Management.

## Unit 2:

## Strategies for Leading Agile Change:

- Developing a Vision and Roadmap for Agile Change.

- Techniques for Managing Stakeholder Expectations and Buy-In.

- Creating Cross-Functional Agile Change Teams.

- Aligning Organizational Culture with Agile Values.

- Overcoming Resistance to Change in Agile Transformations.

- Real-World Examples of Leading Agile Change Initiatives.

## Unit 3:

## Implementing Agile Practices for Change:

- Designing and Executing Agile Change Plans.

- Utilizing Agile Ceremonies Stand-ups, Retrospectives in Change Management.

- Tools and Techniques for Agile Change Implementation User Stories, Backlogs.

- Measuring Progress and Success in Agile Change Initiatives.

- Scaling Agile Practices for Enterprise-Wide Change.

## Unit 4:

## Engaging and Supporting Teams Through Change:

- Building High-Performing Teams for Agile Change.

- Importance of Coaching and Mentoring Team Members During Change.

- Promoting Collaboration and Communication in Agile Environments.

- Techniques for Maintaining Team Morale and Motivation.

- Handling Challenges and Conflicts in Agile Change Scenarios.

- Practical Exercises in Team Engagement and Support.

## Unit 5:

## Evaluating and Sustaining Agile Change:

- Assessing the Impact of Agile Change Initiatives.

- Continuous Improvement and Adaptation in Agile Change.

- Integrating Feedback and Learning into Future Change Efforts.

- Ensuring Long-Term Sustainability of Agile Practices.

- Tools for Monitoring and Reporting on Agile Change Outcomes.

- Building a Resilient Organization Through Agile Change.