



# Agile for Change Programme

## Details

**Duration:** 4 ½ Days

**Date:**

Module 1 – May 6, 7, 2021

Module 2 – May 13, 14, 2021

**Time:**

9.30 am– 1 pm

**Cost:**

Ibec member: €800

Non-member rate: €900

## Programme Overview:

The Covid-19 crisis has highlighted the need for all organisations and their employees to become agile enough to adapt their products and services rapidly as customer needs change. It seems inevitable that the current crisis will lead to long term changes in how many businesses operate, and the most Agile are the most likely to thrive in that environment. Forbes Magazine says it's no coincidence that "the five largest organizations on the planet in terms of market capitalization—Amazon, Apple, Facebook, Google and Microsoft—are recognisably agile".

Research tells us that the likelihood of successfully adopting agile practices is much higher if employees and their managers first gain a solid understanding of the concepts involved. The Agile for Change programme is designed to meet the needs of employees and managers who wish to understand how they can contribute to implementing Agile practices in their organisations. On completion of this programme participants will have the knowledge and confidence they need to play a leadership role in the implementation of Agile practices in their own organisation, whatever their current job.

This online programme runs over four ½ day workshops. Managers and employees will become familiar with the concepts of Agile as they can be applied to their own organisational setting. The delivery team blends extensive experience in applying Agile practices with academic expertise on agile change implementation. The workshops will encourage participants first to understand core principles and then to develop their own ideas about how to apply them to improve performance in their own role, team or organisation.

## Programme Outcomes:

On completion of the programme, participants will be able to:

- Describe the history and basic underpinnings of Agile and explain what is meant by Agile principles
- Use examples from their own work experience to distinguish between resource efficiency and flow efficiency approaches to organising work
- Illustrate the importance of the concepts of transparency and visualisation to the implementation of Agile
- Demonstrate how Agile tools including Kanban, sprints, SCRUM and Value Stream Mapping can create greater Flow Efficiency in the workplace
- Identify the critical success factors for Agile implementation in their own organisation at individual, team and/or organisational level
- Display an understanding of the behavioural implications for themselves and their colleagues of embracing Agile and working in empowered teams



## Contact:

For further information, please contact Quelba Lima on (01) 605 1619 or at [training@ibec.ie](mailto:training@ibec.ie)

This programme can be customised to deliver real results for your people and your organisation, so please contact Jenny Hayes on [jenny.hayes@ibec.ie](mailto:jenny.hayes@ibec.ie) to discuss this option further.

## Programme Schedule:

### Workshop 1: Understanding Agile: Making it useful for you

- **An Introduction to the Fundamentals of Agile**
  - Understanding that Agile is an Operational strategy focused on adaptability.
  - Defining Flow Efficiency and a focus on Flow of value.
  - The Efficiency Paradox & Superfluous work.
- **Demystifying Agile: An introduction to different Agile methods and tools**
  - Fit for purpose: What methods and tools should be used in different business contexts
  - Introduce, Explain & detail the methods & tools: Agile, Scrum, Sprints, Lean Startup, Kanban, Six Sigma

### Workshop 2: Putting Agile into practice

- Visualisation & Transparency
  - Kanban as a tool for day to day work
  - Value Stream Mapping for organisational transparency
- Empowered Teams
  - How to achieve an organisation of empowered teams
  - The “servant” role of leadership

### Workshop 3: Putting Agile into practice

- Short Feedback Loops
  - Measurements & Metrics focused on flow of value
  - Managing a project based on flow of value
- Continuous Learning & Continuous Improvement
  - Retrospectives on an individual & team level
  - Building a Continuously improving organisation.

### Workshop 4: Applying Agile in a post-Covid world

- Understanding what your customer really wants
- Redesigning processes to meet those needs with minimal waste
- Combining Agile work practices – empowered teams, Kanban, sprints, servant leadership
- Developing personal agility



# Ibec Management Training

## Contact:

For further information,  
please contact  
Quelba Lima on  
(01) 605 1619 or at  
training@ibec.ie

This programme can be  
customised to deliver real  
results for your people and  
your organisation, so please  
contact Jenny Hayes on  
jenny.hayes@ibec.ie to  
discuss this option further.

## Trainer Profiles:

### Dr. John McMackin

A former Director of Executive and International Education at DCU Business School, John lectures on a range of topics with a focus on leadership skills, Agile change management, and careers in the future world of work. He also teaches on Summer School and other programmes at the University of Ljubljana. John is the founder of HRS Consulting Ltd, a Dublin based HR consultancy and is non-executive Chairman of RecycleIt, a social enterprise based in Dublin which creates jobs for long term unemployed people. Prior to his association with DCU John enjoyed a successful banking career in Dublin, London and New York with AIB. John holds an MBA from Columbia University, New York, a Ph.D. from the University of Oregon and publishes research in major journals on HRM, Agile implementation, psychology and economics.

### Michael Murtagh

Michael is a Senior Change Leader and Project Manager in leading telecommunications multinational LM Ericsson. The focus of his work is the design and deployment of company wide transformations. He is currently focused on the Digitalisation of all aspects of the Ericsson development and delivery flows. He was previously a member of the Irish management team and was responsible for the Ericsson Ireland transition from traditional ways of working to an Agile mindset. He has worked extensively within the Irish Financial sector and with Irish SMEs on different aspects of Agile transformation. The deployment of education programs for employees, paired with Leadership driven transformation programs has been his focus in these sectors.