



## The Agile Mindset

*Moving from doing Agile to being Agile*

1-day course

### Course Overview

Many organizations working with Agile methodologies talk about changing mindsets. Leaders are looking to Agile practices to lead the way toward an overall organizational change where teams are motivated to deliver more value faster, and where people's pride and joy of work are enhanced.

We know from extensive experience that Agile principles and practices by themselves will not lead to this kind of an organizational transformation. If organizations want to realize the full potential of Agile and really become better at delivering the right product faster, it's critical to consider:

1. What do you want to achieve with Agile? (Results = Value)
2. How you create meaning about the change at all levels in the organization? (Communication)
3. How you can inspire and give influence to the people who will be affected by the change? (Motivation)

A real Agile transformation is about not just doing Agile, but being Agile. Taking the principles of Agile in, and shifting to new behaviors that drive results.

**The course is heavily based on neuroscience: how we, as humans, are wired, and how that relates to motivation and dealing with change. It is a mix of lecture and practical exercises to create understanding about what it means to shift mindsets, what it takes to achieve it, and how to sustain the change.**

### Participants and format

The course is targeted to people who are working as or will work as change agents in the organization. Typically, leaders and managers at all levels who play a role in motivating people and creating greater value and innovation.

The course is in a workshop format that varies between presenting theory and hands-on activities. As applying theory is the best way to learn, participants will play a very active role in the course.

### The course will cover:

- Results, motivation and communication: the driving forces of Agile
- Benefit realization & value – guiding principles of Agile
- Organizations in the 21<sup>st</sup> century: why our future depends on a new leadership style
- Team performance and motivation

- How and why humans are wired to resist change
- What does a mindset shift mean, and how can we achieve it
- How to create lasting change
- The critical role of positivity when it comes to innovation

## Prerequisites

Some prior basic knowledge about Scrum and Agile is beneficial, but not a must.

## Instructor



**Jenni Jepsen** works as a transformation advisor at Denmark-based goAgile. Jenni integrates neuroscience concepts into her coaching, training and sparring with leaders at every level in the organization. In addition to having her certificate in NeuroLeadership, Jenni is also a certified Intent-Based Leadership® Practitioner, certified LEGO® Serious Play™ facilitator, and has numerous Agile certifications.

Jenni consults, writes and speaks worldwide about leadership, teams, and how to take advantage of how our brains function to get optimal thinking in the workplace. She runs Intent-Based Leadership® courses together with award-winning author of *Turn the Ship Around!* L. David Marquet, and has written a book with partner Ole Jepsen, *TOGETHER: How leaders involve & engage people to get great things done.*

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