



Becoming a Great Scrum Master

A virtual journey (6 months)

Why would I attend?

You are a Scrum Master or aspiring Scrum Master who wants to lead teams in this new Agile world. You have heard that engaged, self-organising teams are the key to success, but surely there must be more to it? Some kind of Agile process? What about project management?

We realize this might be bewildering. And we can help.

We invite you on a journey to become a masterful Scrum Master. This course starts where certified Scrum Master training leaves off. It is deep, experiential and requires dedication. We will explore the intricacies of Scrum, of creating happy, healthy high-performance teams, of developing yourself as an Agile leader. Learn how to truly embody the Agile philosophy and bring it to the people you work with. Become practiced in facilitation, mentoring, and coaching. Learn how to work with conflict and resistance, both in your own team and in the broader organisation.

In this course you will get to practice the skills and tools in a safe setting with your fellow students and receive impact feedback. You will also have access to individual coaching by professional coaches.

The 6-month program consists of weekly 2-hour interactive virtual sessions hosted by experienced practitioners. This format allows you to truly live what you are learning, applying it to your team every week, and bringing back your challenges into the learning space.

Who will find it useful?

- Scrum masters and aspiring scrum masters
- Agile coaches who develop scrum masters
- Project managers becoming, or working with, scrum masters

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What are the prerequisites?

- The course will deepen your existing Scrum/Agile knowledge and assumes a basic understanding of the framework. You therefore need to have undergone basic Agile training before joining. Examples would be courses accredited with IC-Agile or the Scrum Alliance (eg. CSM). Please provide us with details of the training when you apply, or ask us for guidance.
- You **HAVE** to be working with a team whilst attending. This requirement is not negotiable. The value of going on a 6-month journey is lost when you cannot put your learning into practice. It does not have to be a business team – volunteer at your kid’s school or your church or the local pet shelter if you don’t have access to a business team – but don’t sign up unless you have a team. You will rob yourself of the most valuable learning otherwise. And we don’t want you to do that!
- Please ensure that your schedule allows for attendance of the calls every week, as far as possible. The group is small and there is a lot of team work. Missing more than 3 calls over the 6 months will impact you, your team and the group as a whole, so if you are going to miss more than 3 calls, we would ask that you wait for the next course.
- In addition, you can expect another 2 hours homework and team work in preparation for the next lesson. Teams can organise homework calls around their own individual schedules.
- The need for this course was born out of the dire shortage of great scrum masters in the market at the moment. We want to make sure everyone is ready for the journey and we have learnt through experience that not everyone is. Also, sometime people misunderstand what the course will offer them. We therefore do a brief (15 min) virtual interview with applicants to find out whether we are aligned. Don’t worry, we are not going to quiz you deeply on Scrum or being a Scrum Master – that’s what the course is for! We want to make sure that you are ready for the deep knowledge and growth the course offers you and that we are ready for you!
- Doing the interview will also give you the opportunity to test whether you have adequate connectivity and can work with the online tool we use – Zoom. As this is a virtual class you need to attend the calls in a reasonably quiet space with adequate bandwidth to have both your audio and video on all the time.

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What will I learn?

Scrum framework	<ul style="list-style-type: none"> • Explore the nuances of the framework to prepare you for your role as Scrum “referee” and coach.
Agile values and principles	<ul style="list-style-type: none"> • Understand where it all comes from and how the Scrum practices map to the Agile values and principles • Contrast Agile philosophy with traditional ways of doing
Scrum Master role	<ul style="list-style-type: none"> • We’ll answer the question - “What does a Scrum Master do all day?” • Identify your individual development path
Conflict	<ul style="list-style-type: none"> • Sources of conflict • Conflict styles and models • Working with conflict in teams
Essential skills	<ul style="list-style-type: none"> • Listening in the best way, a way to connect and understand • Facilitating meetings and discussions that empower teams to do their best work • Coaching individuals and teams--learn to coach for growth, not performance • Mentoring and problem solving that puts individuals and interactions first and your expertise second
Facilitating change	<ul style="list-style-type: none"> • Learn how to make change successful • Working with resistance
Creating self-organising teams	<ul style="list-style-type: none"> • Conditions for self-organisation • Team formation and launch • Creating high-performance teams • Motivation • Creating collaboration
Agile in the organisation	<ul style="list-style-type: none"> • Recognising and addressing organisational impediments and opportunities

What will it cost?

Africa and other developing countries: **R25 000 + 15% VAT**

Other countries: **USD 3 000**, using PayPal

The fee can either be paid once off, or it can be spread over 3 payments of R9 000 + 15% VAT / USD 1050 each. The first payment is due on acceptance of the course.

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Is this course certified?

This course is not certified.

Logistics

The duration of the program is 6 months, consisting of weekly sessions of 2 hours each.

About the coaches



Antoinette Coetzee – Everything I have ever done in my career comes together in my current role as transformation coach. At the heart of what I do is the desire to develop people, be that as individuals, as members of teams, or as leaders. Agile and Lean bring about major shifts in the way people view work. I love supporting teams and organisations through that difficult change to watch them flourish on the other side. Through a process of training, mentoring and coaching, people go from struggling or average to successful, self-managed, high-performing individuals that

understand what it means to BE Agile rather than merely DOing it. This is a challenge in the type of organisations we work in – medium to large corporates – but life is pretty boring without a challenge.

My background is technical – I came to Agile through Martin Fowler and XP way back in 1996, so for many years I worked as a team member in Agile vendor teams internationally. A lot of the work I have done as coach is with software teams, breaking down barriers between traditional roles and finding better ways for teams to grow together and develop quality software. My own development over the last few years focused on professional coaching, change management and facilitation. I chose to specialise in Organisational and Relationship Systems Coaching (ORSC). Along with extensive Agile Coaching training from the Agile Coaching institute (Lyssa Adkins and Michael Spayd) this has widened the scope of my work to include enterprise transformation in general.

Every change requires education. We develop most of our courses in-house, but we are also the South African partners of the Agile Coaching Institute. Our collaboration extends to co-leading courses internationally. This provides me with the opportunity to work closely with people like Lyssa, Michael and other gurus and share that in South Africa.

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William Strydom - What matters to me... as Albert Einstein said: "Problems cannot be solved by the same level of thinking that created them." We need to assist, sometimes nudge leaders to grow to the next level of thinking and create learning organizations. We need leadership development to stay relevant in the 21st century.

My current focus is leadership development and agile coaching. I enjoy assisting organizations and teams with their transition to agility through gaining an agile mindset and the accompanying practices.

I am a certified professional coach and an authorized ICAgile trainer. I hold various agile certifications from ICAgile, Scrum Alliance, Scaled Academy, and the Project Management Institute, to name a few. I have spoken at conferences and meetups to share my knowledge and experience with the agile community.

I enjoy collaborating with others when creating courses, ideas for knowledge sharing, or anything new to grow people and organizations to their full potential.



Kari McLeod – I love connecting with people and their ideas. And, I love connecting people with one another. I find joy in creating environments for engagement. Imagine yourself at a house party. I am the guest who greets you at the door if the host is with another guest. I'll make sure you know where to put your coat, find out what you'd like to drink, and introduce you to five people along the way. By the time you're in the kitchen, the hub of all great house parties, you will feel right at home.

I have been committed to growing the abilities and skills of Scrum Masters since working at Fannie Mae in 2017. Before starting this job, I had received excellent training in agile team facilitation and coaching that prepared me to be a great Scrum Master. While I was at Fannie Mae, I saw that many of my colleagues had learned what they knew about their role at their CSM class and were yearning for more training, mentoring, and coaching.

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My CV is a testament to my being a generalist. I currently work in spaces of agility, professional coaching, facilitation, and training. I am a Co-Active Coach enrolled in the CPCC Certification program. I have an M.A. in medical geography and a Ph.D. in the history of medicine. I can't diagnose or treat an illness, but I can sure talk about how Americans understood health, disease, and science in the mid-20th century, or about the stories told about Dr. John Snow and the Broad Street cholera outbreak in 1854. You know, if you're curious.

A tall redhead and I co-lead a self-organizing team of six. My husband just so happens to work in an Agile environment and whetted my appetite for agility which has led to all sorts of awesome things. Our team consists of four daughters aged 9-16, one 18-year-old au pair, and a 3-year-old standard poodle.

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