# Custom Agile Training

## Your Organization Isn't Cookie Cutter, So Why Should Your Training Be?

Many organizations launch Agile development programs, but they don't get the results they were expecting. Teams often struggle with unanticipated problems, or they plateau and progress stalls. FreeStanding Agility's Custom Agile Training gives teams targeted help with Agile. The goal is to remove roadblocks to Agile development in the fastest way possible, so teams can get back to work and work more effectively.

Custom Agile Training is:

- **Tailored.** Each training session is designed to focus on the specific areas where your organization is encountering problems. This helps teams uncover insights specific to your situation.

- **Efficient.** Custom training can be delivered in half day segments or full day segments. Half day and full day sessions can be segmented based on your organization's needs.

- **Actionable.** Specific recommendations help teams put new concepts to work immediately. Guidance is tailored to the organization's unique needs.

## Is Custom Agile Training Right for You?

This solution may be a good fit, if your organization has one or more of the following characteristics:

- ✓ **Agile isn't producing the results you expected.**

- ✓ **Agile Fundamentals training would be too broad and basic for your team's needs.**

- ✓ **Your team has a limited amount of time to devote to Agile training.**

- ✓ **The organization could benefit from an objective viewpoint about how teams are engaging in Agile development.**

- ✓ **You are looking for actionable guidance about how to improve.**



WHERE DO YOU NEED HELP?

REFINING USER STORIES

ALIGNING STAKEHOLDERS

PLANNING SPRINTS

DEALING WITH CONFLICT

MANAGING DEPENDENCIES

COMPLETING SPRINTS SUCCESSFULLY

HANDLING INTERRUPTIONS

PLANNING RELEASES

REMOVING TECHNICAL DEBT

IMPROVING RETROSPECTIVES

## What Clients Are Saying About Custom Agile Training…

*"FreeStanding Agility was willing to customize their training, so we could address our organization's specific needs in a compressed amount of time."*

*"Having an external point of view about Agile was helpful. Our people heard the information in a different way when it was presented by FreeStanding Agility."*

*"Given the history of our company and the people involved, no standard Agile training would have helped us."*

# Get Started

FreeStanding Agility helps organizations bring agility to all parts of their business. Our team can partner with yours to develop an agile mindset, streamline operations, and promote adoption of agile practices beyond the development team to areas like finance, human resources, and more. Our goal is to help clients overcome hurdles and plateaus and take agility to the next level.

The FreeStanding Agility team includes consultants with diverse skills in agile coaching, facilitation, interaction engineering, and teaching. Unlike some consulting firms, we hold a radical belief that "less is more" with coaching and long-term dependence on coaches works against you. Instead, it's important that organizations become truly agile as quickly as possible.

**If you're interested in learning more about Custom Agile Training or simply want to have a conversation about the role of agile in your organization, give us a call. One of our coaches would be glad to help get you started.**

## Custom Agile Training: Clinical Operations Software Company

**Challenges:**
When the organization launched Agile, team members didn't have a common understanding of Agile principles. Some had never used Agile, while others had applied it at different companies. Everyone had a slightly different view of what Agile development was.

**Approach:**
FreeStanding Agility worked closely with the Senior Program Manager to clarify the challenges that the team was experiencing. FreeStanding Agility synthesized information provided by the client and prioritized where custom training would provide the greatest benefits.

Over the course of one day, Custom Agile Training was delivered to different groups of participants, ranging from the entire development team to Scrum teams. After the sessions, FreeStanding Agility debriefed with the Senior Program Manager for approximately 90 minutes. By identifying concrete next steps, FreeStanding Agility made the training actionable for the organization.

**Results:**
The organization now has greater clarity about Scrum team roles, who owns different parts of projects, and who is responsible for decision-making. The interactive discussion with the teams was extremely valuable. Now the organization proactively checks in with teams outside of retrospectives to identify common trends across teams.

## Custom Agile Training: Healthcare Analytics Software Company

**Challenges:**
The company's development team had been using Scrum for about three years. Then, in 2016, the organization hired product managers for the first time. Although they had some Scrum experience, their expectations were not aligned with those of the development team.

**Approach:**
FreeStanding Agility evaluated the organization's issues and proposed one day of custom agile training. FreeStanding Agility worked closely with the Vice President of Engineering to identify who should participate in each training session and which specific organizational concerns would be addressed in the different modules.

During the training, FreeStanding Agility's trainers were committed to staying focused on the organization's key questions and concerns. The participants' reactions were very positive and teams were excited to try the new ideas. FreeStanding Agility offered practices that the team immediately viewed as valuable.

**Results:**
The organization upgraded the way it executed Sprint Planning. Instead of teams simply pulling stories, they began formulating value-based Sprint goals. In addition, Product Owners and Scrum Masters learned how to use iterative forecasting which allows the organization to pivot teams to new opportunities faster. Both leadership and development enhanced their ability to stay aligned on key opportunities.