CERTIFICATION

CertiProf

Professional Knowledge

AGILE LEADER

ALPC™

AGILE LEADER

PROFESSIONAL CERTIFICATION

ALPC™ Version 032023

CertiProf®

Agile Leader Professional Certification ALPC™

Syllabus V032023

Introduction 3
Learning Objectives 3
Exam format and duration 3
Certification Eligibility 3
Content 4

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Introduction

Agility as a new organizational paradigm has been adopted by a number of companies in various industries. It is perceived that, in the next 5 years, this philosophy will be adopted exponentially by organizations; That is why we are at the right time to start developing our competencies and skills that lead us to develop as agile leaders that impact academic, professional and work environments.

In this training, leaders will find clarity about what it is to be, think and act like an agile leader. They will discover those areas that they must reinforce to generate value in their teams and organizations, and they will take a toolbox to support the growth and evolution of both personal and teams.

Learning Objectives

- Look at agility from its foundations and philosophy
- Understand what agile organizations are
- Comprehend the agile leadership approach and its characteristics
- A vision of what growth means within an organization
- Understand the critical competencies required for the agile leader and identify gaps
- Adopt new mechanisms for the development of agile teams

Exam format and duration

This study program has an exam in which the candidate must achieve a score to obtain the certification in Agile Leader Professional Certification ALPC.™

- Format: Multiple Choice
- Questions: 40
- Language: English
- Passing Score: 32/40 or 80 %
- Duration: 60 minutos
- Open Book: No
- Delivery: This exam is available online
- Supervised: It will be at the Partner's discretion.

Certification Eligibility

- Anyone who wants to start in the agile universe without having to do so through an agile framework
- People with leadership role in an organization
- Professionals with the aim of developing as an agile leader
- Managers who wish to improve their competencies and skills to support agile transformations

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Content

1. Agility Module
What is agile?
Cynefin Framework
Agile Manifesto
History of the Agile Manifesto
Aspects or Pillars of the Agile Manifesto
Principles of the Agile Manifesto
The Human Leader Agile Manifesto
Agile Leader Manifesto
Agility Module 1- Challenge
2. Leadership Module
How do I know if I'm a leader?
Leadership Evolution
Leadership Styles
The Commanding/Coercive LeadershipStyle
The Visionary Leadership Style
The Affiliative Leadership Style
The Democratic Leadership Style
The Pacesetting Leader Style
The Coaching Leadership Style
Leadership Module 2 – Challenge
3. Agile Leadership Module
Agile Leadership
How to differentiate leaders?
Agile Leadership
V.U.C.A
B.A.N.I
9 Principles of Agile Leadership: Empowered
1. Actions Speak Louder than Words
2. Improved Quality of Thinking Leads to Improved Outcomes
3. Organizations Improve Through Effective Feedback
4. People Require Meaning and Purpose to Make Work Fulfilling
5. Emotion is a Foundation to Enhanced Creativity and Innovation
6. Leadership Lives Everywhere in the Organization
7. Leaders Devolve Appropriate Power and Authority
8. Collaborative Communities Accomplish more Than Individuals
9. Great ideas Can Come from Anywhere in the Organization
12 Dimensions of Agile Leadership
1. Shared Vision and Passion
2. No to Taylorism, Embrace Agility
3. Market and Customer Value

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4. Understand Where We Are with VUCA and CYNEFIN
5. Continuous Transformation through Improvement
6. Learning as an Attitude. Learning from Failures
12 Dimensions of Agile Leadership
7. Servant Leadership
8. Create Environment, Create Culture
9. Skills, Tools and Techniques
10. Agile Governance
11. Control Direction, Inspire People, Provide Autonomy
12. An Organizational Barbell for Stability and Innovation
Consensus across the Leadership Team
Conscious Leadership
5 Characteristics of Conscious Leaders According to Omaqui
3 Advantages of Conscious Leadership
7 Keys to Start Being a Conscious Leader
Agile Leadership Module 3 - Challenge

4. Agile Leader Skills Module

4. Agile Leadership Skills
1. Facilitation
Facilitation Tools: Liberating Structures
2. Coaching
What Coaching is not
Coaching Tools - Grow
The Growth Coaching Model
Coaching Tools - Powerful Questions
8 Powerful Questions for Agile Leaders
3. Empathy
Three Types of Empathy According to Daniel Goleman
4. Communication and Negotiation
Ten Keys to Agile Communication
4. Stages of Negotiation
5. Adaptation
Agile Leadership Skills Module 4 - Challenge

5. Agile Teams Module

5. Agile Teams
What is psychological safety?
4 Stages of Psychological Safety
Team Development Models
Tuckman Model
U-Theory Model
5 Equipment Dysfunctions
Motivation
Motivation Theory: Maslow
Intrinsic Motivation

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Factors That Promote Intrinsic Motivation
Extrinsic Motivation
Phases of Extrinsic Motivation
Differences Between Intrinsic and Extrinsic Motivation
Feedback
CFR- Feedback
Empowerment
Levels of Empowerment
Delegation
9 Recommendations when Delegating
Agile Teams Module 5 - Challenge
6. Organizational Agility
Organizational Paradigms
Organizational paradigms according to Frederic Laloux
Red Culture
Amber Culture
Orange Culture
Green Culture
Teal Culture (blue-green)
Organizational Models
Organizational Structures
Netarchy
Dual Model
Holacracy
Sociocracy 3.0
Authors Sociocracy 3.0
Challenge Module 6. Organizational Agility
Bibliography

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