

# LEADING AGILE™

3-day program for middle to senior leaders

# Introducing the Center for Creative Leadership

*World leading in research and education  
on leadership and innovation*



The **Center for Creative Leadership (CCL®)** is a top-ranked, global provider of leadership development. We only focus on leadership research and development. By leveraging the power of leadership to drive results that matter most to clients, CCL transforms individual leaders, teams, organizations and society. Our array of cutting-edge solutions is steeped in extensive research and experience gained from working with hundreds of thousands of leaders at all levels over the last 50 years. CCL is ranked Top-10 globally in executive education by Financial Times for 16 years on a row and counts 1600 staff members and associates around the globe.





# The *Leading Agile*™ Program

As organizations are facing more demanding customers, increased competition, new business requirements and massive technological changes, they **need to respond faster**, become more adaptive, and **better manage with uncertainty and ambiguity**.

The new environment forces organizations to become more ambidextrous: while sustaining and further strengthening the management and control systems, they want to embrace experimentation, entrepreneurship, open innovation and partnerships, and continuous learning. This requires the **teams to become more self-directive and self-learning**, and the organisation to become less hierarchical and layered.

Agile teams are characterised by high internal Direction, Alignment and Commitment and work in a very efficient way. The role of team leaders and functional leaders in an agile environment change. More focus is put on **Envisioning the future, Empowering, and Enabling teams** and individuals through coaching and mentoring.

With a passion for learning, a focus on developing teams and people, and a strong ability to define and communicate a desired vision, they have the **capability to successfully inspire others and become an agent for change within the organization**. Agile leaders focus on the needs of others.

Agile Leaders are inclusive leaders who show openness to ideas and innovations. With a passion for learning, a focus on developing people and teams, and a strong ability to define and communicate a vision, they inspire others and become an agent for change within any organization.



**Marc Dellaert**  
Managing Director

1. CCL is **globally ranked Top-10 by Financial Times in executive education** and **only focuses on leadership research & development**.
2. CCL uses **proprietary models and assessments** for leadership development, which are easy to apply and recognized around the world. All models are based on years of research by CCL and have become industry standards.
3. Many CCL **facilitators and coaches** have an extensive **experience as top and senior leaders** in international and regional organizations, are seen as role models, and are fluent in English.
4. CCL is leading edge in leadership development, e.g. **agile leadership, vertical development, strategic thinking, influencing and boundaries, learning agility, team effectiveness**.

# Why working with CCL? 2|2



## EXPERIENCE

Four decades in leadership education.

We work with 30,000 leaders across 3,000 organizations on a yearly basis.



## EXPERTISE

500 faculty & coaches and 25 full-time researchers worldwide

Largest managed network of over 600 leadership coaches.

Proprietary and easy to apply models.

Tens of publications on leadership topics



## GLOBAL REACH

Offices on six continents.

Working with clients from more than 135 countries in 12 languages including Russian.



## PROVEN RESULTS

Ranked Top-5 Globally in Executive Education by Financial Times.

Top-10 in Executive Education for 13 years on a row.

**FOCUSED EXCLUSIVELY  
ON LEADERSHIP RESEARCH  
AND EDUCATION**

**NOT-FOR-PROFIT  
INSTITUTION  
COMMITTED TO  
RESEARCH-BASED  
DEVELOPMENT**

**BREADTH OF GLOBAL  
UNDERSTANDING**

**RESULTS THAT  
MATTER**



AGILE MINDSET

MANAGING  
CONFLICTING  
PRIORITIES

LEADING CHANGE

CONTINUOUS  
ITERATIONS

ENABLING TEAMS

RAPID  
PROTOTYPING

# Leading Agile™ | Program Agenda



## ***DAY I – Envision Direction***

A Digital World – Multiple Implications

What is Agile. What is Not. The Agile Manifesto. Agile Values and Principles.

The new role of the leader in an agile environment: Envision, Empower and Enable.

Most Common Agile Frameworks.  
**Boss Worker Game with Debrief**

**Agile exercise with debriefing.**

Rapid prototyping, building minimum viable products.

## ***DAY II – Empower Alignment***

Starting Agile in Your Organization.  
**Your Current Leadership Challenge**

Defining Agile Team Roles.  
**Experiential activity.**

Embracing ambidexterity and creating a culture of learning failure tolerance.

**Agile planning – Experiential Activity and Debrief**

Working as an agile Team. Creating a Project Charter. Planning with Agile User stories.

**Agile Squad - EXPERIENTIAL ACTIVITY**

## ***DAY III – Enable Commitment***

Assessing Your Culture for Agile.  
**Leadership Metaphor Explorer**

Enabling Effective Agile Teams: agile team model

Assessing Leadership Shifts – Where do we need our culture to Evolve?

Leadership Style Assessment - Debrief

**Trust and Collaboration. Team activity with debrief.**

Our Roadmap to Spreading Agile. Action Planning.

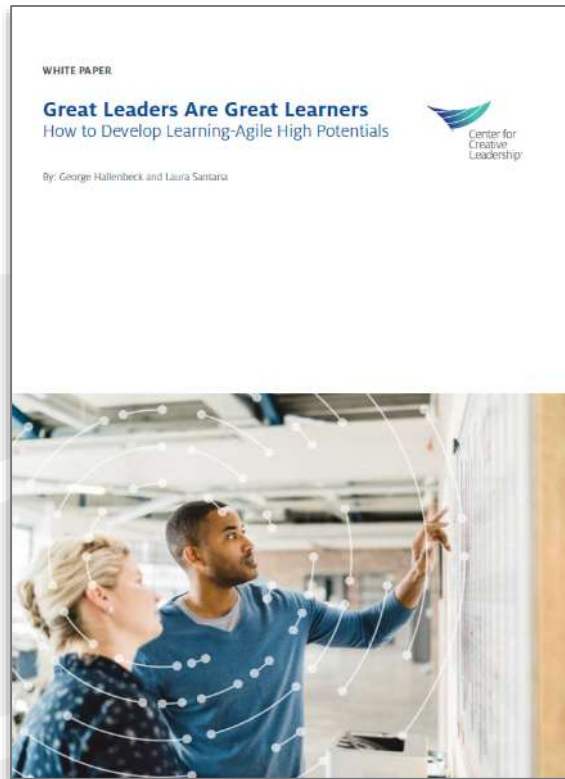
*The Agile Leadership program is designed to allow middle level leaders to get acquainted with what agile leadership stands for, to become more self-aware and prepared as a leader to build and lead agile teams, to understand the benefits and limitations of an agile leadership approach, and to adopt best practices from different agile methodologies.*

**As a result of attending this program, the leaders will be able to:**

- Get acquainted with the principles of agile leadership
- Understand the benefits and limitations of agile
- Get a deeper level of self-awareness on the role of agile leader and how to transform oneself and the team
- Prepare a plan to transform the team from traditional to agile leadership



## CCL white paper: Great Leaders Are Great Learners



## CCL white paper: Learning about Learning Agility

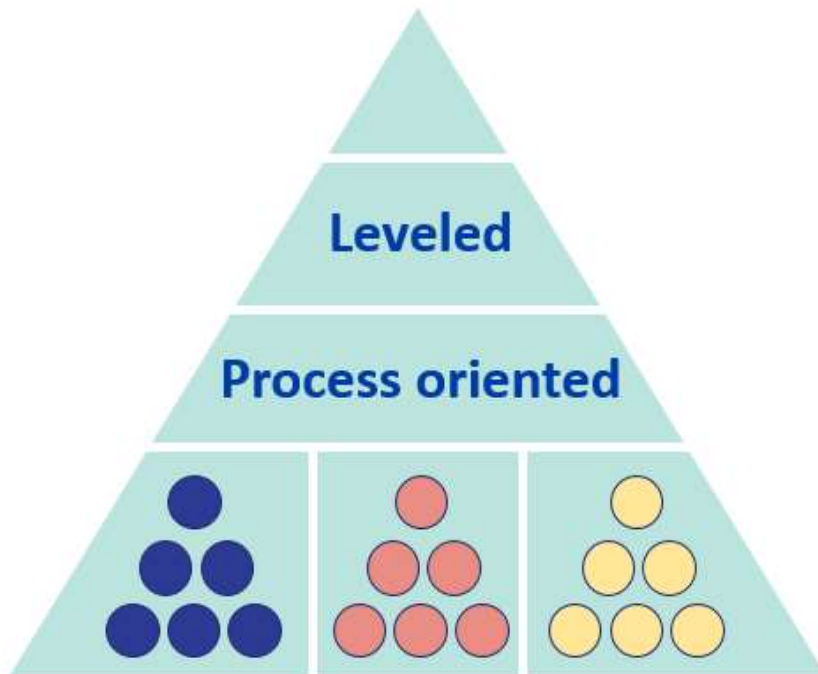


# Agile transformation

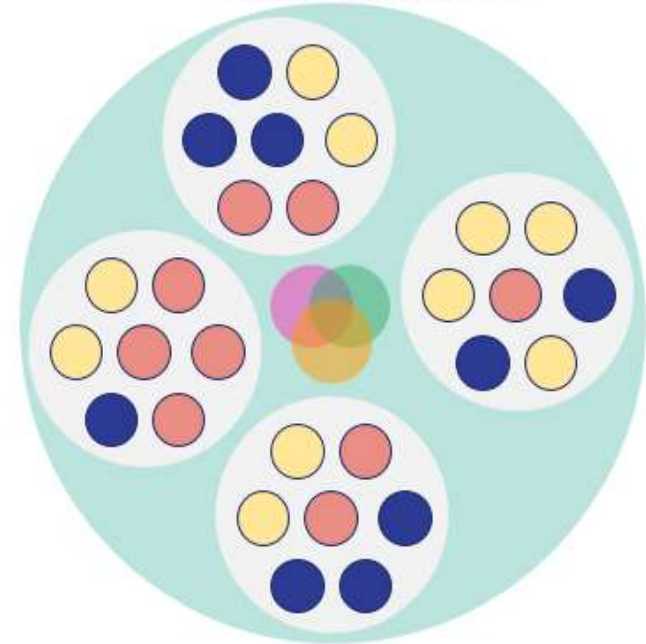
From traditional paradigm

To agile team paradigm

Process orientation



Self-directive 'fluid' and  
adaptive teams



Eco-system with fluid boundaries  
harnessing external expertise



- **3-day program for middle and senior leaders delivered at the client on-site in English**
- **Level: middle to senior level leaders of a project or functional team who want to make their teams more agile**
- **Delivered by 2 senior level CCL faculty members**
- **Minimum 8 and maximum 16 participants**
- **Includes 1 CCL assessment and two electronic white papers for each participant**
- **Includes CCL International Certificate of Attendance for each participant**

# Contact our partner in Turkey



Ferko Signature

Büyükdere Caddesi 175 -B4

34394 Levent İstanbul, TR

Tel: +90 212 932 82 12

[formore@41north.com.tr](mailto:formore@41north.com.tr)