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training

# EVITURE TRAINING

## BROCHURE

# WHO WE ARE

*Eviture provides services in technology, digitalisation, training and consulting to unite people, business, and technology. We have a presence in six countries and a global reach with roots in the Nordics.*

- Started 1995 in Stockholm, Sweden, serving clients worldwide

- Driving digital transformation for People, Business, Training, and Technology

- Passionate hands-on teams with extensive experience and expertise in lean-agile, putting people first

- Solving challenges in today's transformation & VUCA world with a pragmatic approach

- Sharing real-life field experience and providing practical problem-solving solutions

- Attracting learners from Europe, UK, America, Canada, Asia, Africa, and beyond.

*Unlock your potential for success with our Global Space for Learning!!*

# Eviture 2024 Training Program Options
## LEARNING OPTIONS

### "Single or Combined courses"

**ONLINE TRAINING:** Live same sessions with 10% off for 2-4 attendees and 15% off for 5+.

**PRIVATE TRAINING:** Tailored for organizations, online or on site, with custom courses. Contact us for quotes.

**CLASSROOM TRAINING:** Same sessions with 7.5% off for 4-6 attendees and 12% off for 7+.

**TRAINING BUNDLE:** Combine courses for impact. Contact us to learn more!

**SELF-SPONSORSHIP:** For attendees **NOT** sponsored by an employer, please contact us for pricing at training@eviture.com

**EARLY BIRD** Enrol a week early for any Eviture's ICAgile course in **Scheduled 2024 training** and get a **20% off on Early-Bird** price. **Offer cannot be combined with other offers.**

**FREE 1-2-1 Q&A SESSION –** One-hour free session during or after completion of registered course.

# Eviture Training Program Options
# 2024 Schedule
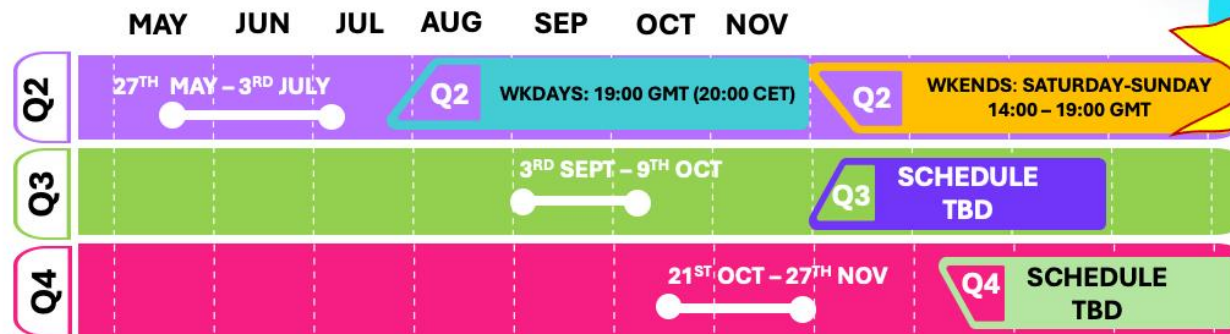
**Timezone:** Europe/London

**Start Time:** Online Weekday & Weekend
**Weekdays** 19.00 GMT (20:00 CET)
**Weekends** (Sat-Sun)14:00 – 19:00 GMT
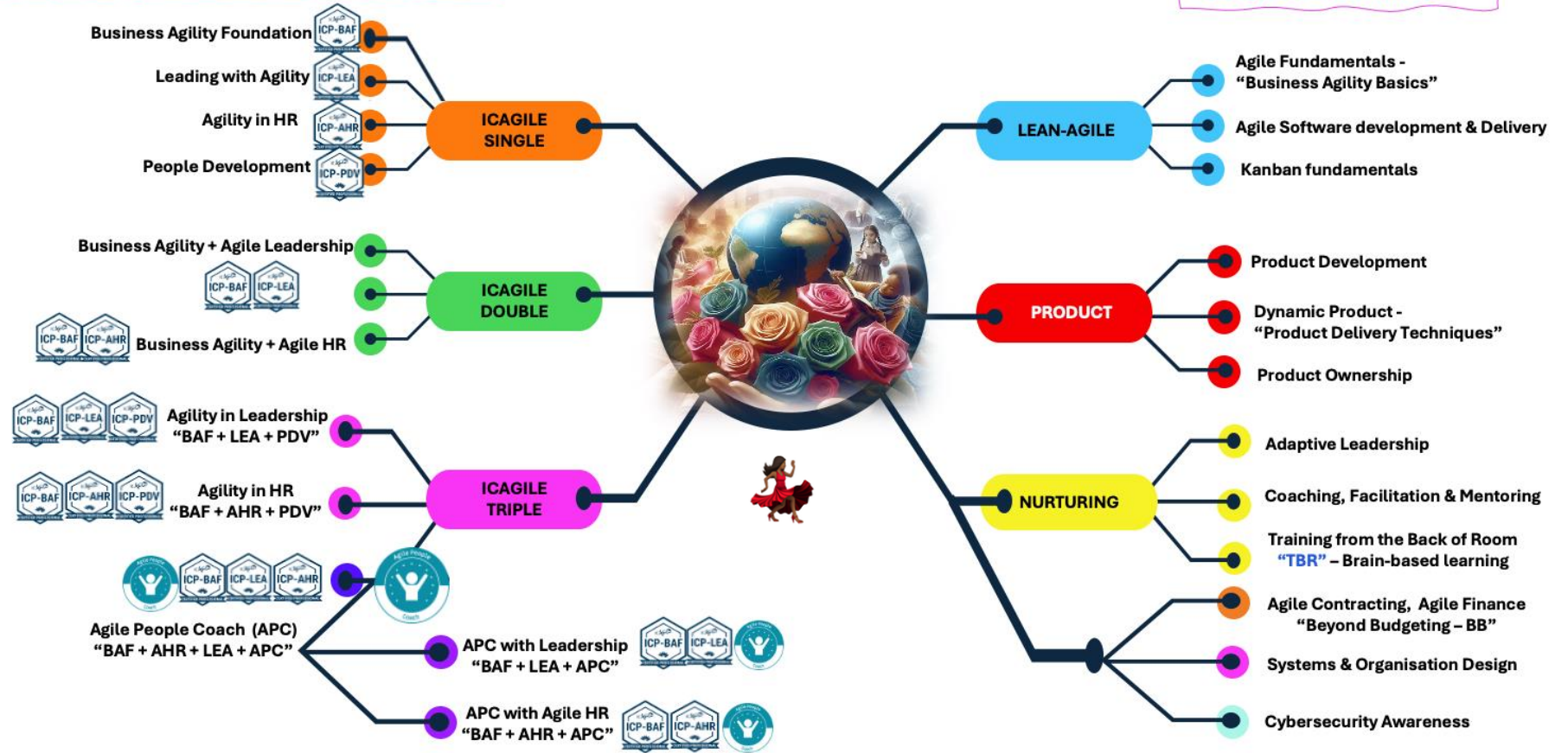
*Weekend subject to minimum capacity & demand*

| MAY | JUN | JUL | AUG | SEP | OCT | NOV |
| --- | --- | --- | --- | --- | --- | --- |

**Q2** — 27TH MAY – 3RD JULY | Q2 WKDAYS: 19:00 GMT (20:00 CET) | Q2 WKENDS: SATURDAY-SUNDAY 14:00 – 19:00 GMT

**Q3** — 3RD SEPT – 9TH OCT | Q3 SCHEDULE TBD

**Q4** — 21ST OCT – 27TH NOV | Q4 SCHEDULE TBD

**WEEKENDS AVAILABLE**

# Eviture Training Offerings

## ICAgile Professional Certification

- Business Agility Foundation — ICP-BAF
- Leading with Agility — ICP-LEA
- Agility in HR — ICP-AHR
- People Development — ICP-PDV

→ **ICAGILE SINGLE**

- Business Agility + Agile Leadership — ICP-BAF ICP-LEA
- Business Agility + Agile HR — ICP-BAF ICP-AHR

→ **ICAGILE DOUBLE**

- Agility in Leadership "BAF + LEA + PDV" — ICP-BAF ICP-LEA ICP-PDV
- Agility in HR "BAF + AHR + PDV" — ICP-BAF ICP-AHR ICP-PDV

→ **ICAGILE TRIPLE**

- Agile People Coach (APC) "BAF + AHR + LEA + APC" — ICP-BAF ICP-LEA ICP-AHR
- APC with Leadership "BAF + LEA + APC" — ICP-BAF ICP-LEA
- APC with Agile HR "BAF + AHR + APC" — ICP-BAF ICP-AHR

## Bespoke Training

### LEAN-AGILE
- Agile Fundamentals - "Business Agility Basics"
- Agile Software development & Delivery
- Kanban fundamentals

### PRODUCT
- Product Development
- Dynamic Product - "Product Delivery Techniques"
- Product Ownership

### NURTURING
- Adaptive Leadership
- Coaching, Facilitation & Mentoring
- Training from the Back of Room "TBR" – Brain-based learning
- Agile Contracting, Agile Finance "Beyond Budgeting – BB"
- Systems & Organisation Design
- Cybersecurity Awareness

# EVITURE ICAgile Professional Certification Training Programs 2024 SNAPSHOT

**Leading with Agility**

Gain insights into **Agile Leadership**, Agility Traits, **Self-Discovery** & Connections, **Personal Growth**, and **Proficient Communication**.☺

**Agile People Leadership**

**Leadership** as an **agent of transformation** to create an organisation that is **future-ready** for Business Agility. Manage the system, not the people $B = f(P, E)$.☺

**People Development**
*"Leading & Growing People"*

**People are the catalyst for Agility.**
Learn how to foster an **environment** that **promotes growth** and **learning** with **leadership at all levels.** ☺

**Agile People HR**

**People first** process second. **Agile HR** is about creating an **environment** for the **future of work**. Apply **Agile** mindsets and practices to **HR initiatives** and **operations** to implement and sustain Business Agility. ☺

**Agility in HR**

Transform Human Resources **for Business Agility**: Utilize **Agile Tools** for enhanced HR functions and Employee Engagement.☺

**Business Agility**
Foster **growth** with **Lean-Agile** Principles in today's **VUCA** business world.

**Agility in Leadership**

Grow your **leadership capabilities** to develop **people** and **teams around you** to operate your business in **today's VUCA world**. ☺

**Agile People Coach (APC)**

Develop the **capabilities** and **techniques** vital to becoming an **effective agile coach** with a **focus on people.**☺
Core – BAF + AHR + LEA + APC
**APC Other Options:**
❖ BAF + AHR + APC
❖ BAF + LEA + APC

**Agility in HR Track**

**Agile HR** practices cultivate a **culture of learning** for organizational **leadership** and **talent** where **people and teams thrive.** ☺
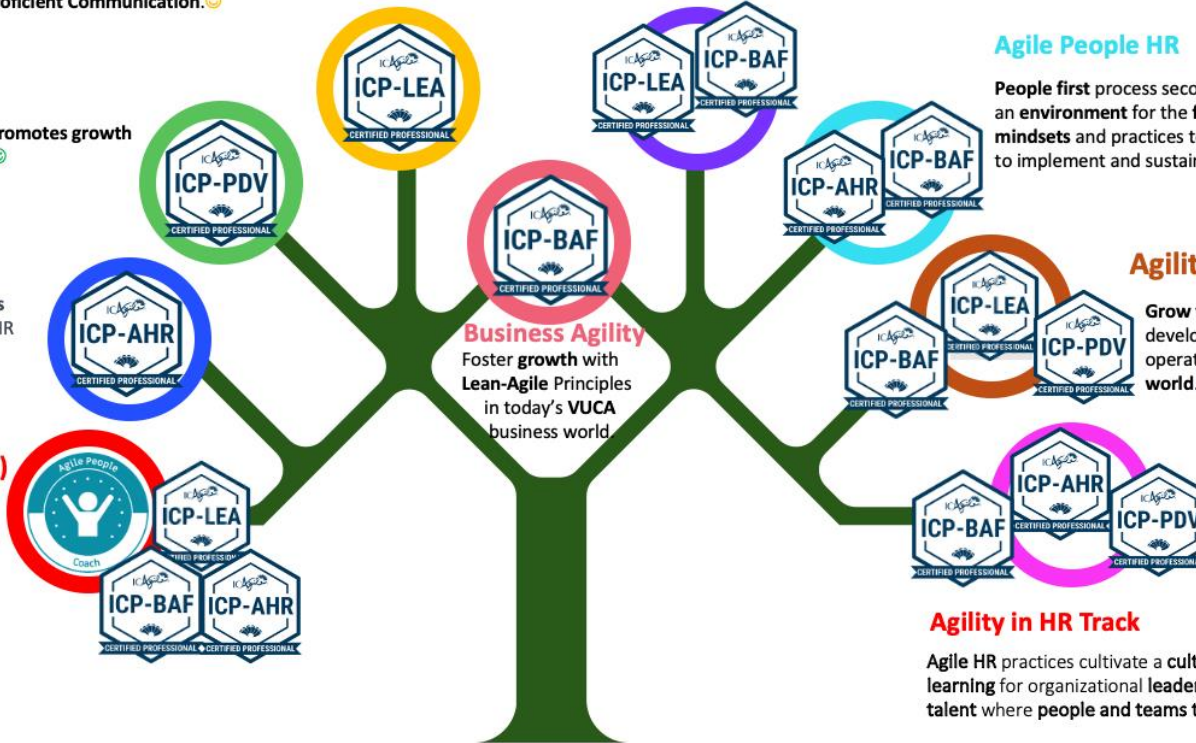
# EVITURE AGILITY TRAINING

### Adaptive Leadership

**CONCEPT:** Tackles organisational issues through systematic change, focusing on agility, leadership, developing people, and Guerrilla Leadership. ☺

### Coaching, Facilitation & Mentoring

**CONCEPT:** Explore Systems, Flow, Agile Coaching, Agile for Cultivators, facilitation, conflict management & agile approaches & practices ☺

### Training from the back of Room "TBR" – Brain-based Learning

**CONCEPT:** Leverages neuroscience for effective learning. Learn to transform listeners into engaged learners, apply brain-focused techniques, and boost engagement for improved learning & better outcome. ☺

### Agile Contracting, Agile Finance "BB"

**CONCEPT:** Learn Agile Contracting and Financial Management, Beyond Budgeting's flexible system, cost management, dynamic budgeting, and Agile application in accounting. ☺

### Systems & Organisation Design

**CONCEPT:** This course offers a concise guide to effective organisational design, fostering teamwork, leadership enablement, and understanding of systems, all aimed at achieving business objectives. ☺

### Cybersecurity Awareness

**CONCEPT:** Learn and understand the fundamental concepts of security threats. Act responsibly to evade potential risks, vulnerabilities, phishing, and online attacks etc, and how to counteract cyber threats. ☺

### Product Development

**CONCEPT:** Master customer-centric product development and design thinking. You'll learn to effectively deliver, manage, and own products, integrating innovation throughout the process. ☺

### Dynamic Product - Product Delivery Techniques

**CONCEPT:** Learn various delivery approaches, adaptive planning, story/Impact mapping techniques, optimise value streams, manage risks, roadmap best practices, lean delivery, and transition from project to product. ☺

### Product Ownership

**CONCEPT:** Master essential Agile product ownership skills – customer-focused value delivery, aligning product vision with organisational goals, effective backlog management, value-based decision making, and stakeholder engagement. ☺

### Agile Fundamentals - "Business Agility Basics"

**CONCEPT:** Explores the fundamental of agility and agile mindset, value, principles for beginners, teams, and leaders, with an emphasis on being agile rather than focusing on specific methods like Kanban or Scrum. ☺

### Agile Software Development & Delivery

**CONCEPT:** Learn agile software engineering with empirical control for quick delivery. Practices like TDD, ATDD, DevOps, refactoring, continuous integration, simple design, reviews, and pair programming and more are covered. ☺

### Kanban Fundamentals

**CONCEPT:** Acquire fundamental knowledge of Kanban, including its concepts and principles, to enable you to apply it in products or services across any industry or organisation. ☺

NURTURING

PRODUCT SHOP

LEAN-AGILE

# THE LEARNING APPROACH – "4Cs – TBR" Model

Our training approach is based on the 4Cs Model from the Training From the Back of the Room (TBR) Model. This neuroscience-based 4-step model fosters efficient and brain-friendly learning.

## CONNECTION

Connect the learners to each other (when appropriate, much of it happens in introduction) and connect to what they already know about the topic.
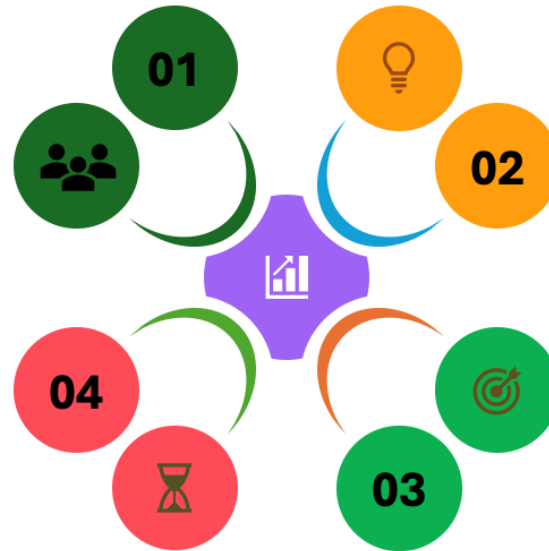
## CONCEPT

(Most important) Concepts learner should get to know about the topic – theories, models, cases, etc.

## CONCRETE PRACTICE

Actively practice skill: Do it → practice, teach, try

## CONCLUSION

Take aways, summarization, action steps. As much as possible, avoid doing this yourself as people learn best by arriving to own conclusions.

01
02
04
03

In both our online and in-person classes, participants collaborate and share experiences. Through group activities and discussions, outcomes are collectively identified, moving beyond a one-way traditional slide-based learning. We believe in the transformative power of collective discovery, which deepens your understanding.
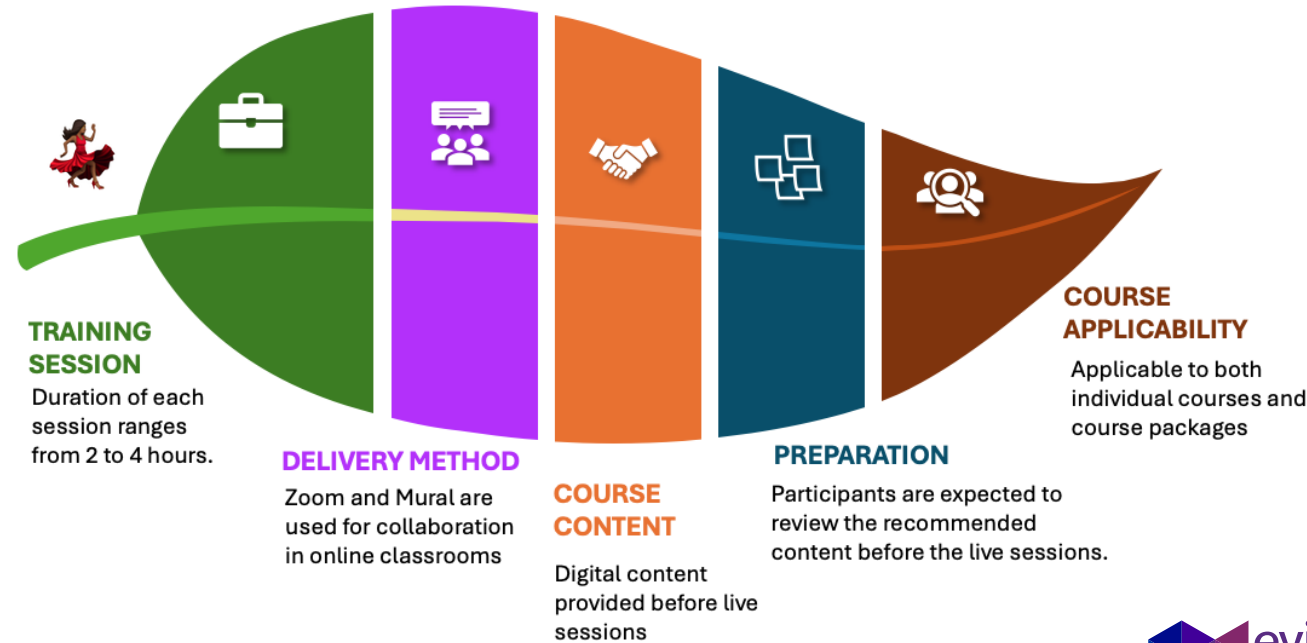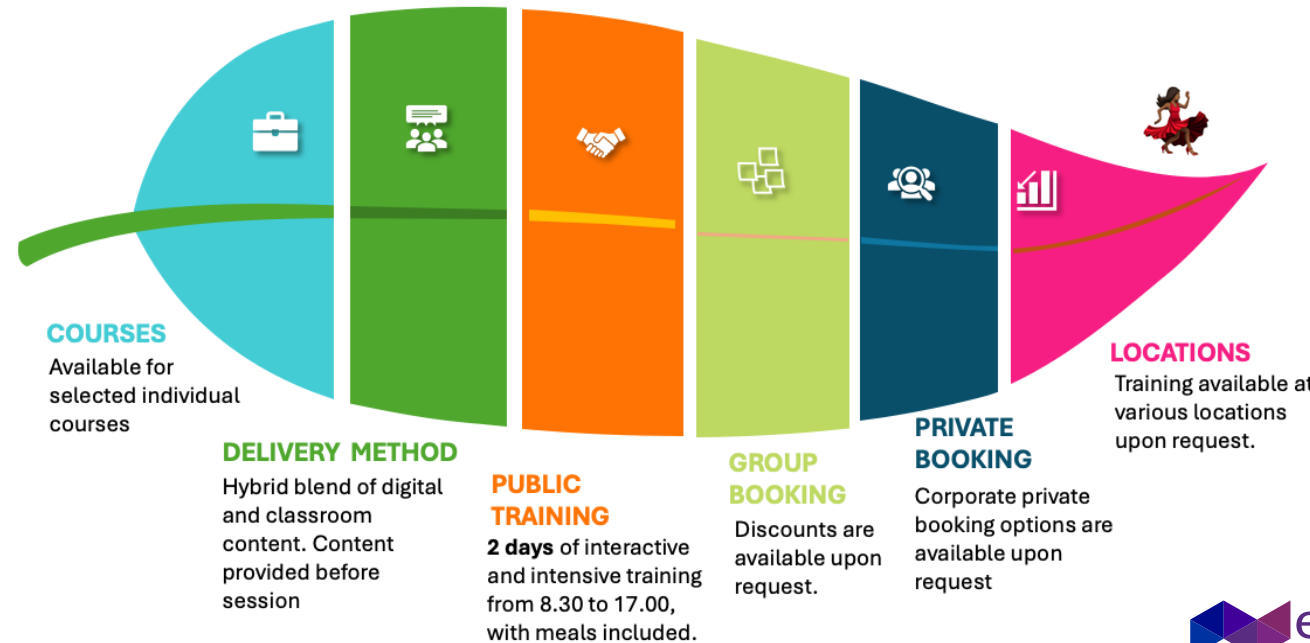
# EVITURE **ICAgile** COURSES OFFERINGS

The program is accredited by the International Consortium for Agile (ICAgile). Upon completion of course assignment successful participants will get an internationally recognized **ICAgile Certified Professional certification.**

💃 Ready to elevate your career and explore Agility? Look no further☺!

💃 Our ICAgile tracks offer **combined courses** for optimal benefits yet maintain **individual course** flexibility.

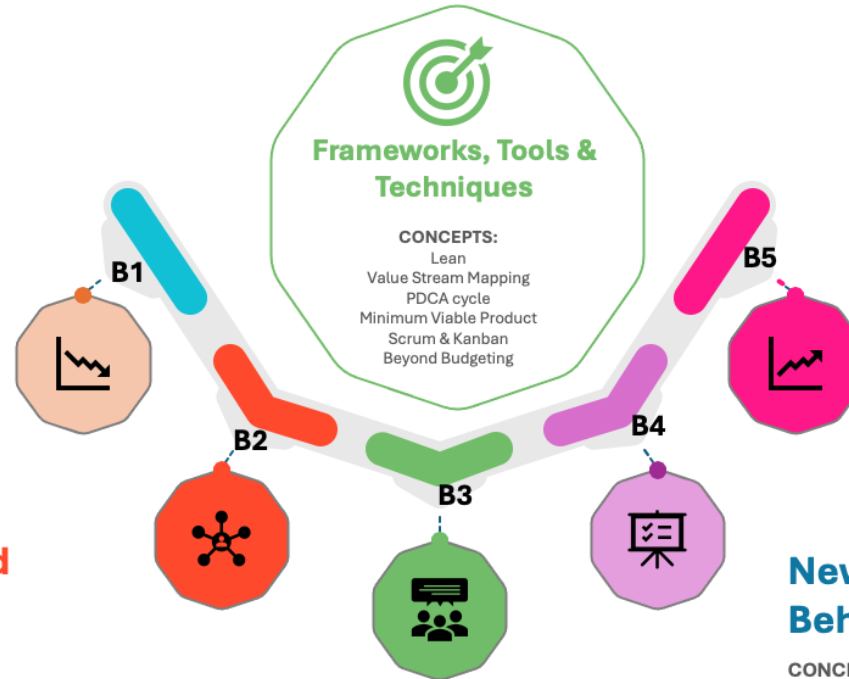# ICP-BAF COURSE LAYOUT & CONCEPT

## The Need for Business Agility

**CONCEPTS:**
- Agile People Principles
- Theory X &Y
- Tiny Habits
- Psychological Safety

## Emergent Strategy and Value Creation

**CONCEPTS:**
- Emergent Strategy
- Safe to Fail experiments
- Customer Value
- Perspectives on Change

## Frameworks, Tools & Techniques

**CONCEPTS:**
Lean
Value Stream Mapping
PDCA cycle
Minimum Viable Product
Scrum & Kanban
Beyond Budgeting

**B1**

**B2**

**B3**

**B4**

**B5**

## Business Agility as the New Normal

**CONCEPTS:**
- Wicked Problems
- Complexity theory
- Four organisational windows - Johari
- Enablers & Blockers for Agility
- OKR
- Growing an Agile Culture
- Competing Values Paradox

## New Ways of Thinking and Behaving

**CONCEPTS:**
- Biases & Mental Models
- Ladder of Inference
- Polarity Management
- Cynefin
- Learner & Judger Mindset
- Leading & Lagging indicators

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# ICP-LEA COURSE LAYOUT & CONCEPT

**Why & What of Leading with Agility**

CONCEPTS:
- The Nine Principles of Agile Leadership
- Misalignment b/w mgt & knowledge workers
- Thriving in VUCA World
- High Autonomy - High Alignment
- Gardner Metaphor in Leaders mind
- 30/70

**L1**

**L2**

**Knowing & Connecting with Yourself**

CONCEPTS:
Mindfulness
Motivation and Values
Biases (The 4 Biases)
Mind Traps

**L4**

**Skilful Communication**

CONCEPTS:
- 3 Conversations
- Elephant- Rider-Path
- Golden Circle
- The Power of Stories.

**L3**

**L5**

**Leadership Behaviours that enable Agility**

CONCEPTS:
Power and Influence
Leadership timeline

**Developing and Leading Yourself**

CONCEPTS:
The Four Selves
Emotional Intelligence

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# ICP-PDV COURSE LAYOUT & CONCEPT

## "Leading & Growing People"

**D1/2**

**Introduction to People Development +**
**Learning Types & Effect on Culture**

CONCEPTS:
- Double Loop Learning
- Adaptive Learning
- Generative Learning
- 70-20-10 model
- Keegans Stages of Adult Development

**Motivation & Brain Based Learning +**
**Developing your own Learning Journey**

CONCEPTS:
- TBR- 6 Trumps
- SCARF model
- Autonomy - Mastery - Purpose
- Employee Experience
- Reiss 16 defining needs

CONCEPTS:
- Personal Learning Plan
- SWAN instead of SWOT
- Employee Lifecycle
- Mismatch org. and personal goals

**D9/10**

**Providing Effective Feedback +**
**Diversity, Psychological Safety & Conflicts**

CONCEPTS:
- Enabling a Feedback Culture
- Constructive vs. Appreciative Feedback
- OKRs, Value Stream Mapping, Boundary Spanning
- Radiating Progress
- Balancing Individual vs. Team Needs
- Enabling Team interaction with the System

CONCEPTS:
- Diversity: Traditional, Cognitive Diversity & Neurodiversity
- Psychological Safety
- Performance in relation to closeness of collaboration
- Conflict as an Enabler

**D3/4**

**D5/6**

**D7/8**

**Role Model for Continuous Development +**
**Delegating Outcomes & Hiring to Elevate**

CONCEPTS:
- Agile Coaching Competency Framework
- Agile Coaching Stances
- Agile Coach vs. Agile People coach
- Leading by Example
- Learning and Un-Learning

CONCEPTS:
- Outcomes over Outputs
- Establishing Constraints
- Elevating vs. Delegating
- Optimising for Value Flows

**Unique Leading Style +**
**Self-organizing & Collective outcomes**

CONCEPTS:
- 4 pillars of Self- Leadership
- Authenticity and Leadership Stance
- Feedback
- Difficult Conversations
- The 3 Conversations model

CONCEPTS:
- Self- Organisation
- Self- Selection
- Dynamic Reteaming
- Impact on Environment on Team
- Collective Ownership
- Adapting your leading style to the team
- Tuckman / Wheelan stages of Team development

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# ICP-AHR COURSE LAYOUT & CONCEPT

## Goals, Performance & Rewards

**CONCEPTS:**
- Traditional Performance ratings
- Changes in Performance review
- Changes in Performance Evaluation & Development
- Other Rewards than Money
- Breaking link b/w budgets, fixed Perf. Targets & Rewards

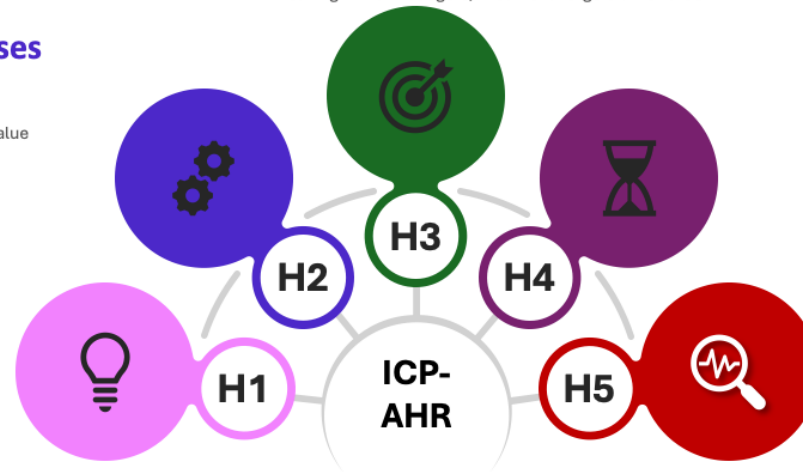## How HR can use Agile Tools & Processes

**CONCEPTS**
- Agile Mindset - Agile Onion
- Agile vs Traditional Methods (Value proposition)
- PDCA
- Agile Manifesto
- HR & Complexity Theory

## Talent Acquisitions & Onboarding

**CONCEPTS:**
- Principles for Agile Recruitment
- Principles for Onboarding

## HR & Agile HRs

**CONCEPTS:**
- Principle of Agile HR
- HR Deliverables – What?
- T-Shape Competence

## Learning, Development & Engagement

**CONCEPTS:**
- 70-20-10 Model
- How to Maximise Waste
- Personal Learning Plan
- Agile Learning
- Principles for Agile Learning & Development
- Employee engagement surveys - From .. To

**H2** **H3** **H4**

**H1** **ICP-AHR** **H5**

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# AGILE PEOPLE COACH COURSE LAYOUT & CONCEPT

**C2: Agile Coaching and the Four Roles of a Coach**

Explore nine Agile People Coach roles, self-assess your proficiency, and identify growth areas. Transition effectively from Agile Coach to Agile People Coach, gaining enhanced skills. Learn practically through scenario exercises for adaptive role selection.

**C1: Agile People Coach – a new Role for HR and Managers**

Explore Agile Coach roles: mentor, teacher, facilitator, and coach, mastering each for success. Differentiate Agile Coach and Agile People Coach, choosing the right approach based on context.

**C3: Professional Coaching**

To understand Agile Coach and Agile People Coach roles, grasp Professional Coaching fundamentals. Acquire skills to craft pertinent questions, guiding individuals in various situations.

**C4: My Motivation Profile as a base for Self-leadership**

Grasp personal motivations, communication, and empathy's importance. "My Washing Instructions" tool reveals needs' impact. Gain insights, fostering vital agility skills.

**C5: Conflict Coaching**

Explore conflict theory's balance in teams. Use management models for high-performing teams. Learn types, strategies, and strengthen resolution skills. Foster collaboration.

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# HOW TO REGISTER

## CONTACT DETAILS

**EMAIL** - training@eviture.com:

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