

AGILE

INTERMEDIATE

2 DAYS

Certified Agile Leader 1 (CAL 1)

The Certified Agile Leader 1 (CAL 1) is a foundational leadership certification for professionals who want to understand how to lead effectively in an Agile environment. It is relevant to managers, executives, coaches, Scrum Masters, Product Owners, and anyone who influences how teams and organisations work. The course focuses on leadership mindset, creating adaptive environments, and delivering value through teams.

Why CAL 1?

Recognised credential

Certified Agile Leader 1 (CAL 1) credential from Scrum Alliance, valid for two years.

Career progression

Tools to create an adaptive, psychologically safe working environment.

Practical capability

A clear understanding of how Agile leadership differs from traditional management.

Organisational value

A personal leadership development plan to guide ongoing growth.

Team impact

Practical leadership behaviours to apply immediately in your team or organisation.

Career progression

Foundation to progress to the Certified Agile Leader 2 (CAL 2).

What you'll be able to do

- ✓ Understand the shift from traditional to Agile leadership models
- ✓ Apply Agile leadership behaviours to drive results in unpredictable environments
- ✓ Lead teams that are innovative, collaborative, and high-performing
- ✓ Create a working environment that is psychologically safe and adaptive
- ✓ Navigate rapidly changing markets and organisational conditions to deliver better products
- ✓ Support Agile adoption by changing personal leadership behaviours
- ✓ Understand leadership frameworks that support individual and organisational growth
- ✓ Build a personal action plan for developing as an Agile leader

Who this is for

- Engineering Managers
- Delivery Managers
- Product Leaders
- Executives
- Agile Coaches
- Transformation Leads

Curriculum

01 The Case for Agile Leadership

- Why traditional management approaches fall short in complex environments
- The shift from controlling to enabling: a new leadership paradigm
- The business case for Agile: speed, quality, engagement, and customer value
- The leader's role in Agile adoption and transformation
- The relationship between leadership behaviours and team performance

02 Agile Leadership Mindset

- Fixed vs. growth mindset and its impact on leadership
- Leading with humility, curiosity, and transparency
- Servant leadership: the principles and how to practice them
- The Agile leader as a coach: asking rather than telling
- Creating safety to fail: psychological safety and innovation

03 Driving Results in Unpredictable Environments

- The Cynefin framework: navigating complexity, chaos, and order
- Empirical vs. defined processes: when to use each
- Applying Agile principles to leadership decisions
- Setting strategic direction while enabling team autonomy
- Leading through uncertainty: decision-making under ambiguity

04 Leading Innovative, Collaborative Teams

- Team design principles for cross-functional Agile teams
- Intrinsic motivation and how leaders influence it
- Moving from managing tasks to enabling outcomes
- Building shared purpose, goals, and working agreements
- Performance management in an Agile context

05 Navigating Change to Deliver Better Products

- The leader's role in removing organisational impediments
- Creating alignment between team work and business strategy
- Communicating change and building commitment across the organisation
- Leading an Agile transformation: pitfalls and success patterns
- Measuring the outcomes of Agile adoption

06 Leadership Frameworks for Growth

- Overview of leadership development models: situational leadership, Integral model
- The Leadership Agility model (Joiner and Josephs)
- Self-assessment tools for Agile leaders
- Developing emotional intelligence as a leadership competency
- Feedback and reflection as leadership development practices

07 Personal Leadership Action Planning

- Identifying your leadership strengths and development areas
- Creating a 90-day Agile leadership development plan
- Accountability structures for leadership growth
- Building your personal leadership network
- The path from CAL 1 to CAL 2 and beyond