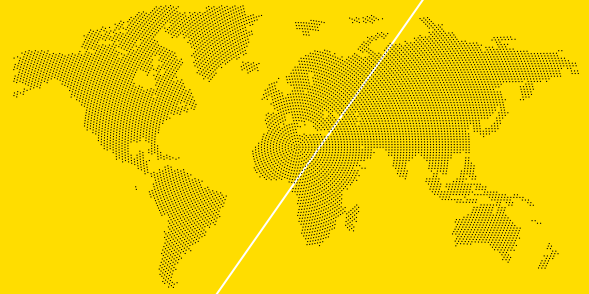


INTERNATIONAL COACHING AND MANAGEMENT CONSULTING COMPANY TRANSFORMING ORGANIZATIONS INTO RESILIENT AND AGILE BUSINESSES

FACTS ABOUT US

We worked in 15 countries on 3 continents



WE OFFER SERVICES IN 8 LANGUAGES

- English
- German
- Chinese
- Bengali
- Norwegian
- Spanish
- Hindi
- Telugu

WE DELIVERED OVER

500

Certified classes

300

Corporate Trainings

with an overall rating of 9.3

WE TAUGHT AND MENTORED

12000+

C-Levels and their employees

OUR STUDENTS RECEIVED

11283

International Certificates

OUR CLIENTS



Rimini Street



Sabre

tieto



BlueCoat

skandia



Google



Capgemini



SONY



ABOUT UNUSUAL CONCEPTS

OUR VALUES

Transparency | Passion | Fun | Respect | Candor

OUR VISION

Why do we do what we do?

We love taking people outside their comfort zone, reminding them that everything is in their own hands. We love to see the sparks in the eyes of our clients after we leave. We love awakening the personality of the people we get in touch with and seeing a cog in the big organizational machine turning into an individual. An individual that is aware of her own values collaborating with other individuals because of the feeling of responsibility and internal drive not because they are told to. We believe that by making our organizations more agile we can create better products and services and make this world a better place.

What do we do?

We provide high-end assessment, strategic sessions, training, and coaching to improve the agility of your business. That is to deliver value faster by shortening the time to market. We do it by working with the whole organization transforming it in all its corners: management, finance, hr, marketing, sales, development and r&d because we understand that in order to bring lasting results everybody needs to change. We learn modern approaches to management and share those with the world.

How do we do it?

We believe that most organizations have the answers about how to increase their performance and efficiency within their own people, that's why we strongly believe in the coaching approach. We don't tell your organization what to do. We open a lot of doors, but to go through them (or not) is still up to your own people. We awaken responsibility in people. We juggle teaching, mentoring, advising, and coaching in our work putting more weight on the latter. We use many unusual concepts in our work from coaching to business games and Lego Serious Play to mention a few, so be prepared for some serious fun. We want to leave an organization that is confidently able to self-correct and continuously improve after we are gone – that is how we measure our success.



OUR MISSION

To help create inspiring workplaces for happy people.

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JEFF MCKENNA

Certified Enterprise Coach

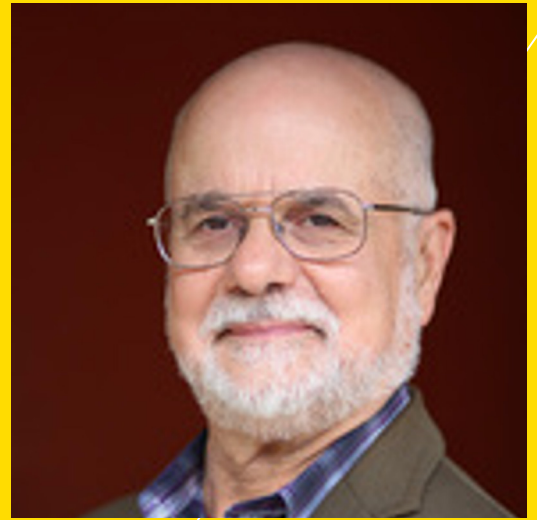
Long time contributor to the world of software coder, tester, developer, architect, fellow, business owner
I hear my own voice when I read the Scrum Guide.

SHORT BIO

I got my first paycheck in 1962 as a tester testing functions such as sin and cosine, which were used in satellite tracking. I was captured by the magic of software and its potential to help people. I found myself studying technology, microprocessors and artificial intelligence, and have worked in the IT industry for more than 30 years. In 1992, I had a coaching job that turned out to be key in the industry: I was a coach in the first Scrum team. My contribution to the first scrum team included the introduction of these values and practices. I have worked side by side with Ken Schwaber and Jeff Sutherland for a long time and shared Agile values like no one else. That's why I hear my own voice when I read the Scrum manual. For the past 15 years, I have been teaching and coaching on agile methods with an emphasis on Scrum. I have taught more than 10,000 students in certified classes. Reviews from my students and clients tell me that I am pragmatic, not dogmatic in my worldview, and I tell the truth as I see it. Both characteristics are important to me as a coach and teacher. I also have a lot of applicable and funny stories taken from my sixty years of experience. After this experience in the first Scrum team, I invested in the study of human and team psychology, human communication styles and other topics related to being a conscious person. Adding this knowledge to my natural enthusiasm, deep experience and entertaining style has strengthened my ability to give positive learning experiences and provide deep assistance to my coaching clients.

CERTIFICATIONS

- Certified Scrum Trainer with Scrum Alliance
- Certified Enterprise Coach
- Certified Team Coach
- Certified Large Scale Scrum Practitioner
- LeSS-friendly Scrum Trainer
- Certified Scrum Master
- Certified Facilitator
- Certified Scrum Professional - ScrumMaster
- Certified Scrum Product Owner
- Certified Scrum Professional - Product Owner
- Scaling Scrum: Scrum@Scale, LeSS, SAFe



CONTACT DETAILS

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CLIENTS AND EXPERIENCE

- Google
- Microsoft
- Lockheed
- Vanguard
- Cisco
- Autodesk
- IBM
- US Airforce
- County of Monterey
- Capital One

SERGEY DIMITRIEV

I help organizations to change their thinking about IT being a cost center to thinking about IT as a profit center.

SHORT BIO

I empower business owners and senior executives to transform their company's culture, organizational framework, and operational processes, enabling businesses to adapt to evolving customer demands, maintain market resilience, and reduce reliance on external consultancies.

My coaching expertise spans globally, with leadership training provided to international giants like Apple, Sony, and Cisco, as well as renowned governmental entities like The US Ministry of Veteran Affairs, The Norwegian Coast Guard, The Police Department of Oslo, among others.

With over two decades in the realm of strategic business transformation, my multifaceted experience encompasses roles as a board member, investor, and mentor. I've rendered my services across 24 countries, facilitated over 1000 training programs, and proudly certified over 5,000 enthusiastic Product Managers and Scrum Masters.

CERTIFICATIONS

- Certified Scrum Trainer With Scrum Alliance
- Certified Large Scale Scrum Practitioner
- Accredited Business Intermediary with American Association of Business Brokers
- Less-Friendly Scrum Trainer
- Certified Scrum Master
- Certified Scrum Professional-ScrumMaster
- Certified Scrum Product Owner
- Certified Scrum Professional-Product Owner
- ICAgile Certified Professional
- Kanban Train the Trainer Certified
- Co-Active Coaching
- Non-Violent Communications



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CLIENTS AND EXPERIENCE

- Apple
- Cisco
- Sony
- Unum
- KPMG
- Capgemini
- The US Ministry of Veteran Affairs
- Riministreet
- The Norwegian Ministry of Fisheries
- The Norwegian Coast Guard
- The Police Department of Oslo
- Symantec
- Bluecoat
- HID
- Overstock

ALEXANDER DOMANITSKIY

Business strategist and ecosystem development guru
I help organizations increase productivity and adapt to
challenging environment using an ecosystem-platform
business model

SHORT BIO

Managed Apple's business in several countries within the CEMEA (Central Eastern Europe, Middle East, and Africa) region, as well as operated the largest European network of mono-brand retail stores for Apple, Sony, Lego, and others, spanning 6 European countries.

Served as the interim CEO for various turnaround projects in diverse domains, from container shipping lines to restaurant chain, doing business across 16 European countries with different cultures.

Since 2015, has been focused on transitioning companies to a platform business model, acting either as the business CEO or a board member. This expertise has been encapsulated into a proprietary methodology for ecosystem development and the shift to a platform business model, which has been utilized by over 200 companies ranging from complex B2B 1 \$Bn+ companies (logistics, manufacturing) to smaller B2C enterprises (distribution, FMCG products).

The methodology is taught in business schools that rank within the top 50 of the Financial Times rating.

CERTIFICATIONS

- Lomonosov Moscow State University — Master's Degree, Maths and Computer Science (System programming)



CONTACT DETAILS

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CLIENTS AND EXPERIENCE

- Apple
- Sony
- Lego
- Decathlon
- Leroy Merlin
- Emex

ROBERT BRIESE

Certified LeSS Trainer

SHORT BIO

Robert Briese is a Certified ScrumMaster® (CSM) and Certified Scrum Product Owner® (CSPO), Certified Scrum Professional (CSP) and Certified Large-Scale Scrum Practitioner (CLP). He coaches companies and organizations on how to be more adaptive, embrace change and create a learning environment. The goal: rapid delivery of economically valuable products and knowledge. With 10 years of experience in DAX-listed companies, employing thinking tools, organizational tools and technical practices for scaled lean & agile software development, he helps organizations be agile rather than do agile. Among others, he was responsible for the agile transformation of the department in charge for SAP's most important external platform www.sapstore.com. By applying agile and lean principles and values the team increased adaptability to react to changing business conditions at lower costs reducing the delivery time and improving software quality.

CERTIFICATIONS

- Certified Scrum Master
- Certified Scrum Product Owner
- Certified Scrum Professional
- Certified Large-Scale Scrum Practitioner
- Certified LeSS Trainer



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CLIENTS AND EXPERIENCE

- Capgemini
- SAP
- SAP Americas
- BP
- SAP AG
- Vaillant
- Adidas
- Innogy SE
- BMW Group
- Albstadt-Sigmaringen University
- The LeSS Company

CHRISTINA CARLSON

I help you build culture, autonomy + creative thinking in your organization.

SHORT BIO

Christina Carlson guides you to become unstuck through collaboration, creativity, and how to apply inspired agility research. She finds personal success and purpose through creative and collaborative projects that help people achieve their dreams.

Christina is a certified 360 Leadership Agility Coach, Certified Agility Leader, Lean Six Sigma Blackbelt and experienced project leader. For the last 15 years she's proven herself as a facilitator for healthcare, oil and gas, mining, and pharmaceutical industries as well as local small businesses

CERTIFICATIONS

- Certified Agile Leadership (CAL)
- Certified Agile LEadership Essentials (CAL-E)
- Certified Agile Leadership for Orgs (CAL-O)
- Certified Practice Leader
- Certified Leadership Agility 360 Coach
- Lean Six Sigma BlackBelt



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CLIENTS AND EXPERIENCE

- Sanofi-aventis
- Pfizer
- The Mosaic Company
- McNair Business Development Inc.
- Queen City Collective
- Agile Leadership Journey
- Unstuck

BONSY YELSANGI

SHORT BIO

Bonsy Yelsangi is a Certified Scrum Trainer (CST) and an Agile Coach with overall 17 years of experience. She has helped organizations and individuals attain agility in industries including media, remote managed services, luxury real estate, aviation, automotive and private wealth management.

Throughout her career, she has trained and coached a wide range of development teams, business departments, project managers and senior executives in developing an Agile mindset. She has served as a mentor, coach, facilitator, trainer, and change agent during the Agile transformations.

Bonsy's virtual classes are one of the most engaging and interactive. She uses real-life examples from her extensive Scrum Master experience which helps participants relate with their situations. Her style of delivering content is visual, simple and very effective!

She has recently published her latest co-authored book «Sprint Your Way to Scrum».

Bonsy's speaking engagements focus on bridging the gap between Doing Agile and Being Agile. Her goal is to help others embrace change irrespective of their domain expertise.

Bonsy is a highly passionate communicator and public speaker.

CERTIFICATIONS

- Certified Scrum Trainer
- Certified Scrum Master
- Certified Scrum Product Owner
- Certified Scrum Professional



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AGILE EDUCATION

FROM UNUSUAL CONCEPTS

1. EDUCATING ADULTS

At Unusual Concepts, we deeply understand the intricacies of adult learning. Adults come to the table not as blank slates, but with a plethora of experiences, beliefs, and established notions. Our foundational principle in educating adults is recognizing and valuing this wealth of knowledge, ensuring that learning is a two-way street. We aim to create an environment where these mature learners can align new knowledge with their existing frameworks, facilitating not just absorption but true integration.

Our methods are uniquely tailored to the adult psyche. We employ interactive tools like business games and Lego Serious Play, infusing a sense of fun and curiosity into the learning process. Rather than a traditional top-down approach, our sessions are collaborative, drawing upon our core values of Transparency, Respect, and Candor. This collaborative spirit encourages learners to take charge, fostering a sense of ownership and responsibility. At Unusual Concepts, we don't just educate adults - we inspire them to be continuous learners, rekindling the spark of curiosity and passion for growth.

2. OUR PRINCIPLES OF EDUCATION

At the heart of Unusual Concepts lies a profound respect for the adult learner. Recognizing that adults approach education with a vast reservoir of experiences and knowledge, our principles prioritize active engagement, relevance, and autonomy. First and foremost, we believe in creating a dynamic and interactive online environment where participants are not just passive receivers but active contributors to the learning process. This not only respects their expertise but also ensures deeper comprehension and retention.

Our online 2-3 day training programs are meticulously designed to offer bite-sized, focused content that respects the time and attention spans of our learners. Utilizing a mix of synchronous and asynchronous activities, we ensure that learning is flexible yet structured. Our methods, be it through engaging business games or collaborative group tasks, consistently echo our values of Transparency, Passion, Fun, and Candor. At Unusual Concepts, we're not just about imparting knowledge; we're about crafting enriching learning experiences that leave lasting impacts, ensuring that every participant emerges not just informed, but truly transformed.

3. FOUR EDUCATIONAL TRACKS

a. Leadership Track

In today's fast-paced digital era, Agile leadership with a focus on Scrum is no longer an option—it's a necessity. The Leadership Track at Unusual Concepts is tailored to carve out leaders who understand the depth and breadth of Scrum, positioning them at the forefront of Agile transformations. This track doesn't merely impart Scrum knowledge; it ingrains the Agile mindset, emphasizing values such as commitment, courage, focus, openness, and respect, which are pivotal in modern leadership.

Embedded in our core tenets of Transparency, Passion, Fun, Respect, and Candor, our online training sessions immerse participants in the world of Scrum. Through interactive modules, hands-on Scrum simulations, and collaborative activities, learners grasp the nuances of leading self-organizing teams, Product Backlog management, and delivering value incrementally. As participants progress, they not only master the Scrum framework but also cultivate the Agile leadership qualities essential for steering organizations in volatile and complex environments. By the culmination of the Leadership Track, attendees emerge as champions of change, ready to facilitate and guide their teams through successful Scrum implementations.

b. Product Owner Track

In the Scrum framework, the Product Owner is the linchpin, bridging the gap between business objectives and team execution. Our Product Owner Track at Unusual Concepts is precisely sculpted to nurture individuals into becoming adept guardians of product value. This track not only delves deep into the roles and responsibilities of a Product Owner but also imparts the essence of crafting, prioritizing, and refining the Product Backlog, ensuring a clear vision and alignment with stakeholders.

Our training sessions, reflecting our core values of Transparency, Passion, Fun, Respect, and Candor, provide an immersive online experience. Through a blend of theoretical insights, real-world case studies, and interactive exercises, participants explore the intricacies of stakeholder collaboration, ROI optimization, and release planning. They also cultivate a profound understanding of Agile principles, ensuring that product decisions are always value-driven and customer-centric. By the conclusion of the Product Owner Track, attendees are not merely versed in Scrum terminology but are visionary leaders, ready to steer their products to success in an Agile landscape.

c. Scrum Master Track

In the realm of Agile, the Scrum Master stands as a beacon of change, guiding teams towards optimized performance and collaboration. At Unusual Concepts, our Scrum Master Track has been meticulously curated to empower individuals, elevating them into champions of Scrum. Central to this journey is the spirit of servant-leadership, where participants learn to support their teams, tackle impediments, and create an environment that thrives on innovation and collective growth.

Offered through both intensive 2-3 day online training sessions and concise 2-3 hour workshops, our courses are tailored to cater to varying learning preferences and schedules, all while upholding our core values of Transparency, Passion, Fun, Respect, and Candor. Participants engage with the multifaceted world of Scrum through immersive modules, real-world challenges, and hands-on simulations. This format ensures they not only master the mechanics of Scrum but also imbibe its underlying philosophy, emphasizing adaptability and collaboration. By the culmination of the Scrum Master Track, attendees are not just skilled in Scrum practices but are also its fervent advocates, ready to lead their teams to Agile victories.

d. Team Track

In the Agile world, teams are the heartbeat of innovation, collaboration, and delivery. Unusual Concepts' Team Track is meticulously crafted to refine the collective capabilities of teams, enabling them to embody the essence of Agile efficiency. This track is not merely about understanding Scrum practices; it delves deep into the intricacies of team dynamics, fostering an atmosphere of trust, open communication, and mutual responsibility.

Adhering firmly to our core values of Transparency, Passion, Fun, Respect, and Candor, our curriculum offers participants a blend of collaborative exercises, real-world scenarios, and hands-on simulations. This holistic approach ensures teams not only grasp the framework of Agile but also absorb its underlying ethos of genuine collaboration. Delving into areas like cross-functionality, Sprint goals, and continuous feedback loops, we strive to enhance team synergy and performance. Upon completing the Team Track, groups emerge not merely as functional units, but as cohesive powerhouses, fully steeped in the Agile spirit and ready to excel in every endeavor.

LEADERSHIP TRACK

1. Leadership Track

A. MENTORSHIP PROGRAM FOR LEADERS

TRAINING DESCRIPTION

Mentorship is a powerful tool that can catalyze the growth of individuals and organizations. For leaders, particularly in Agile settings, mentorship doesn't just mean guiding their direct reports. It involves cultivating an environment where knowledge sharing, mutual growth, and innovation flourish. However, becoming an effective mentor, especially for other leaders, requires more than just experience; it demands refined skills, deep empathy, and the ability to inspire and challenge in equal measure.

Welcome to our 2.5-hour "Mentorship Program for Leaders", designed especially to equip leaders to be influential mentors. This workshop will immerse you in the key elements of successful mentorship, allowing you to practice mentoring scenarios, understand the challenges and rewards of mentorship, and receive guidance from our esteemed Agile Coaches and Trainers. Through this journey, you'll be prepared to ignite the potential in others and drive transformative change within your organization.

WHO IS THIS TRAINING FOR?

- Managers
- Supervisors
- Team Leads
- Aspiring Leaders

TRAINING GOAL

Equip leaders with the knowledge and skills needed to become effective mentors and empower their teams.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the role of mentorship in leadership development.
- Learn effective mentoring techniques and strategies.
- Gain insights into building strong relationships with mentees.
- Understand the importance of active listening and providing constructive feedback.
- Explore different mentoring styles and approaches.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Develop and implement a successful mentorship program within your organization.
- Build strong relationships with mentees and provide meaningful support.
- Apply effective mentoring techniques to guide and develop your team members.
- Foster a culture of learning and growth through mentorship.
- Adapt your mentoring style to meet the needs of different individuals.

B. CERTIFIED AGILE LEADERSHIP

TRAINING DESCRIPTION

Leadership in an Agile environment transcends traditional command-and-control tactics. It demands a leader who understands the dynamics of Agile teams, can inspire and empower team members, and navigate the challenges and opportunities that Agile presents. Such leaders are pivotal in fostering a true Agile culture, aligning teams with organizational objectives, and driving sustainable growth. But how does one cultivate such leadership traits?

Dive into our intensive "Certified Agile Leadership" program, spanning 2.5 hours of immersive learning. This certification workshop is crafted to mold participants into visionary Agile leaders, under the tutelage of globally recognized Agile Coaches and Trainers. Through a blend of theoretical knowledge, practical exercises, and case studies, you'll embark on a transformative journey to hone your leadership skills, specifically tailored to the Agile framework.

WHO IS THIS TRAINING FOR?

- Executives
- Senior Managers
- Project Managers
- Scrum Masters

TRAINING GOAL

Develop leaders who can effectively lead agile initiatives and drive organizational agility.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the principles and values of agile leadership.
- Learn how to create an environment that fosters collaboration and innovation.
- Gain insights into servant leadership and its role in agile organizations.
- Understand the importance of self-organization and empowerment in agile teams.
- Explore strategies for scaling agile practices across the organization.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Lead agile teams effectively by applying servant leadership principles.
- Foster a culture of collaboration, trust, and continuous improvement.
- Facilitate effective communication and decision-making within agile teams.
- Implement scaling frameworks to support organizational agility.
- Drive change and overcome resistance in transitioning to an agile mindset.

C. RESILIENT ORGANIZATIONS

TRAINING DESCRIPTION

In an ever-changing global landscape, the ability for an organization to adapt and recover from challenges is paramount. Resilience is not just about bouncing back, but growing stronger through adversity, capitalizing on opportunities, and ensuring long-term sustainability. For organizations operating within Agile frameworks, resilience becomes even more vital, as they navigate the complexities of rapid iterations, team dynamics, and stakeholder expectations.

Join us in the "Resilient Organizations" workshop, designed to empower organizational leaders and teams with the tools and strategies to cultivate resilience at every level. Under the guidance of our seasoned Agile Coaches and Trainers, participants will explore the foundations of organizational resilience, understand its intersection with Agile practices, and learn actionable strategies to embed resilience into their operational DNA.

WHO IS THIS TRAINING FOR?

- Executives
- Managers
- Agile coaches
- Scrum masters
- Team members

TRAINING GOAL

Equip participants with the knowledge and skills to build agile resilient organizations that can thrive in a rapidly changing environment.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the concepts of agility and resilience in an organizational context.
- Explore the principles and practices of agile methodologies.
- Learn techniques for embracing change and managing complexity.
- Gain insights into fostering collaboration and cross-functional teamwork.
- Discover strategies for driving innovation and continuous improvement.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Apply agile principles and practices to enhance organizational resilience.
- Embrace change and adapt quickly to evolving circumstances.
- Foster collaboration and effective communication within teams.
- Manage complexity by breaking down work into manageable increments.
- Drive innovation through experimentation and continuous improvement.

8. IMPACT AND IMPACT MEASUREMENT

TRAINING DESCRIPTION

Understanding the impact of initiatives and measuring their effectiveness is crucial for organizations striving to create positive change. Our Impact and Impact Measurement training program provides participants with the knowledge and tools to assess, analyze, and communicate the impact of their projects or programs.

During this comprehensive workshop, participants will explore the concept of impact and its significance in various sectors. They will learn different methodologies and frameworks for measuring impact, including quantitative and qualitative approaches. Through practical exercises and case studies, participants will gain insights into setting impact goals, collecting relevant data, analyzing results, and reporting findings.

WHO IS THIS TRAINING FOR?

- Nonprofit professionals
- Social entrepreneurs
- Program managers
- Grant managers
- Evaluation specialists

TRAINING GOAL

Equip participants with the skills and knowledge to effectively measure and communicate the impact of their initiatives.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the concept of impact and its importance in social change efforts.
- Explore different methodologies and frameworks for measuring impact.
- Learn how to set clear impact goals aligned with organizational objectives.
- Gain insights into data collection methods and tools for impact measurement.
- Understand how to analyze data and derive meaningful insights.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Develop a comprehensive understanding of impact measurement principles.
- Set clear impact goals that align with organizational objectives.
- Collect relevant data using appropriate methods and tools.
- Analyze data to assess the effectiveness of initiatives.
- Communicate impact findings effectively to stakeholders.

E. AGILE FOR MANAGEMENT

TRAINING DESCRIPTION

The Agile for Management training is designed specifically for managers who are looking to understand and embrace agile principles and practices in their leadership roles. In this training, participants will learn how to effectively support and empower agile teams, foster a culture of collaboration and continuous improvement, and drive organizational agility.

Join us for this interactive 1-day workshop where you will gain a deep understanding of the role of management in an agile organization. Through a combination of theoretical concepts, practical examples, and group discussions, you will learn how to adapt your management style to enable agile teams to thrive. Our experienced Agile Coaches and Trainers will guide you through the key principles and practices of agile management, equipping you with the knowledge and skills needed to lead with agility.

WHO IS THIS TRAINING FOR?

- Managers at all levels
- Team Leads
- Project Managers
- Department Heads

TRAINING GOAL

Equip managers with the knowledge and skills needed to lead with agility in an agile organization.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the role of management in an agile organization
- Adapt your management style to support and empower agile teams
- Foster a culture of collaboration, transparency, and continuous improvement
- Align organizational goals with agile principles and practices
- Enable effective decision-making in an agile environment

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Lead with agility in an agile organization
- Support and empower agile teams to achieve high performance
- Create a culture of collaboration, transparency, and continuous improvement
- Align organizational goals with agile principles and practices
- Make effective decisions in an agile environment

F. SCRUM FOR MANAGEMENT

TRAINING DESCRIPTION

The Scrum for Management training is designed to provide managers with a comprehensive understanding of the Scrum framework and its application in managing agile teams. In this training, participants will learn how to effectively support and guide Scrum teams, facilitate agile ceremonies, and create an environment that fosters collaboration and high-performance.

Join us for this immersive 2-day workshop where you will dive deep into the principles and practices of Scrum from a management perspective. Through interactive sessions, case studies, and group exercises, you will gain practical insights into how to leverage Scrum to drive successful project delivery and organizational agility. Our experienced Agile Coaches and Trainers will guide you through the key roles, artifacts, and events of Scrum, equipping you with the knowledge and skills needed to effectively manage Scrum teams.

WHO IS THIS TRAINING FOR?

- Managers at all levels
- Team Leads
- Project Managers
- Department Heads

TRAINING GOAL

Equip managers with the knowledge and skills needed to effectively manage Scrum teams and drive successful project delivery.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the principles and values of the Scrum framework
- Gain insights into the roles, artifacts, and events of Scrum
- Learn how to support and guide Scrum teams towards high performance
- Facilitate agile ceremonies such as Sprint Planning, Daily Stand-ups, and Retrospectives
- Create an environment that fosters collaboration, transparency, and continuous improvement

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Effectively manage Scrum teams using the principles and practices of Scrum
- Support and guide teams in implementing agile ceremonies
- Facilitate productive Sprint Planning, Daily Stand-ups, and Retrospectives
- Create an environment that fosters collaboration, transparency, and continuous improvement
- Drive successful project delivery and organizational agility through Scrum

G. KANBAN FOR MANAGEMENT

TRAINING DESCRIPTION

The Kanban for Management training is designed to equip managers with the knowledge and skills needed to effectively implement and manage Kanban systems in their organizations. In this training, participants will learn how to visualize work, optimize flow, and improve team productivity using the principles and practices of Kanban.

Join us for this interactive 1-day workshop where you will gain a deep understanding of the Kanban method from a management perspective. Through practical examples, hands-on exercises, and group discussions, you will learn how to design and implement Kanban boards, set work-in-progress limits, and measure key metrics to drive continuous improvement. Our experienced Agile Coaches and Trainers will guide you through the core concepts of Kanban, empowering you to enhance your management practices.

WHO IS THIS TRAINING FOR?

- Managers at all levels
- Team Leads
- Project Managers
- Department Heads

TRAINING GOAL

Equip managers with the knowledge and skills needed to implement and manage Kanban systems for improved productivity and flow.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the principles and practices of the Kanban method
- Learn how to visualize work using Kanban boards
- Set work-in-progress limits to optimize flow
- Measure key metrics to drive continuous improvement
- Implement pull-based systems for efficient workflow management

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Design and implement effective Kanban boards for visualizing work
- Set appropriate work-in-progress limits to optimize flow
- Measure key metrics such as lead time and cycle time for continuous improvement
- Implement pull-based systems to enhance workflow management
- Drive improved productivity and flow within your teams using Kanban

H. COACHING FOR LEADERS

TRAINING DESCRIPTION

In today's dynamic business landscape, effective leadership is crucial for driving organizational success. Unusual Concepts offers a comprehensive coaching program designed to empower leaders with the skills and mindset needed to excel in their roles. Our Coaching for leaders training program provides personalized coaching sessions, practical tools, and actionable strategies to help leaders enhance their capabilities and achieve their goals.

During this training program, leaders will work closely with our certified coaches who specialize in leadership development. Through one-on-one coaching sessions, leaders will receive personalized guidance tailored to their specific needs and challenges. Our coaches will help them gain self-awareness, identify strengths and areas for growth, and develop strategies to overcome obstacles.

The Coaching for leaders training program covers a wide range of leadership topics, including effective communication, team management, decision-making, and fostering employee engagement. Leaders will learn how to inspire and motivate their teams, navigate complex situations with confidence, and create a positive work culture that drives high performance.

By the end of the Coaching for leaders training program, participants will have developed the skills and mindset necessary to lead with excellence. They will be equipped with practical tools and techniques to drive organizational success, build strong relationships with their teams, and navigate challenges with resilience.

WHO IS THIS TRAINING FOR?

- Executives
- Managers
- Team leads
- Aspiring leaders

TRAINING GOAL

Empower leaders with the knowledge and skills they need to excel in their roles and drive organizational success.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Enhance self-awareness as a leader.
- Develop effective communication skills.
- Learn techniques for team management.
- Gain insights into decision-making strategies.
- Explore methods for fostering employee engagement.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Inspire and motivate teams.
- Navigate complex leadership situations with confidence.
- Create a positive work culture that drives high performance.
- Build strong relationships with team members.
- Overcome challenges and adapt to change with resilience.

I. PSYCHOLOGICAL SAFETY AS A FACTOR OF A HIGH-PERFORMING TEAM

TRAINING DESCRIPTION

What makes teams successful? Google leadership was also looking for an answer to the same question when they started an Aristotle project back in 2012. After assessing over 180 teams and applying over 250 different patterns they come to the conclusion that the answer is Psychological safety when team members feel comfortable in taking risks and speaking their minds.

Please join us for 2.5 hour workshop to learn more about the Aristotle project, get some insights into a history of the psychological safety research, a neuro science behind a psychological safety and discuss how the lack of psychological safety affects 4 fundamental, irreducible dimension of life represented by the Integral model.

WHO IS THIS TRAINING FOR?

- Leaders of all levels
- Scrum Masters
- Product Owners
- Developers
- Team Leads
- Project Managers
- Stakeholders

TRAINING GOAL

Endow leaders with knowledge that contributes to improving the level of psychological safety in the team

WHAT WILL YOU LEARN (KNOWLEDGE)

- Get insights into the Google Aristotle project
- Different definitions of Psychological safety
- A history of Psychological safety research
- A neuroscience nature of the psychological safety
- 4 levels of psychological safety
- How lack of psychological safety affects all 4 fundamental, irreducible dimensions of life represented by the Integral model.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Explain the importance of psychological safety to the teams and leadership.
- Understand the team dynamics from the psychological safety standpoint
- Gain the techniques for establishing psychological safety with your teams
- Feel silly performing a failure bow
- Learn how to use 4 quadrant integral model to analyze the effects of lacking psychological safety on fundamental, irreducible dimensions of life

J. CONFLICT RESOLUTION

TRAINING DESCRIPTION

Conflict can arise within Scrum teams due to various factors, such as differences of opinion, competing priorities or misunderstanding. However, effective conflict management is critical to maintaining a healthy and productive Scrum environment. Unusual Concepts offers a specialized Scrum conflict resolution curriculum designed to teach Scrum teams the skills and strategies needed to constructively resolve conflicts and promote collaboration.

During this training program, participants will explore unique conflict resolution issues in the Scrum context. Our experienced facilitators will conduct discussions and interactive exercises to help participants understand the impact of unresolved conflicts on team dynamics, productivity and overall success of the project. They will also get an idea of how to identify the root causes of conflicts and find win-win solutions that support team cooperation.

By the end of the Scrum Conflict Resolution training program, participants will gain a deep understanding of how to effectively manage conflicts in their Scrum teams. They will be able to proactively resolve conflicts, improve team coherence and create a more harmonious and productive Scrum environment. This training program will ultimately contribute to improving collaboration, innovation, and project outcomes.

WHO IS THIS TRAINING FOR?

- Scrum Masters
- Product Owners
- Development Team Members
- Agile Coaches

TRAINING GOAL

Equip Scrum teams with the knowledge and skills to effectively resolve conflicts and foster collaboration within the Scrum framework.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the unique challenges of conflict resolution within Scrum.
- Explore the impact of unresolved conflicts on team dynamics and project success.
- Learn techniques for facilitating open dialogue and active listening within Scrum teams.
- Gain insights into identifying root causes of conflicts in the Scrum context.
- Understand how to find win-win solutions that support team collaboration.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Address conflicts proactively and constructively within Scrum teams.
- Facilitate open dialogue and promote active listening among team members.
- Identify and address root causes of conflicts in the Scrum context.
- Find win-win solutions that support collaboration and team alignment.
- Enhance team dynamics, productivity, and project outcomes within the Scrum framework.

K. NEGOTIATION SKILLS

TRAINING DESCRIPTION

Negotiation is a fundamental skill in both personal and professional settings. Whether you are negotiating a business deal, resolving conflicts, or making important decisions, having strong negotiation skills can greatly impact your success. Unusual Concepts offers a comprehensive training program on Mastering Negotiation Skills, designed to equip individuals with the strategies and techniques needed to achieve successful outcomes in various negotiation scenarios.

The Mastering Negotiation Skills training program provides participants with practical tools for planning and conducting negotiations. Participants will learn how to set objectives, gather information, and develop persuasive arguments. They will also gain insights into managing emotions during negotiations and building rapport with counterparts. Through role-playing activities and case studies, participants will have opportunities to practice their negotiation skills in realistic scenarios.

By the end of the Mastering Negotiation Skills training program, participants will have developed a strong foundation in negotiation techniques. They will be able to approach negotiations with confidence, effectively communicate their interests, and reach mutually beneficial agreements. This training program will ultimately contribute to improved decision-making, enhanced relationships, and increased success in various professional contexts.

WHO IS THIS TRAINING FOR?

- Business professionals
- Sales representatives
- Managers
- HR professionals
- Lawyers
- Anyone interested in improving their negotiation skills

TRAINING GOAL

Equip individuals with the knowledge and skills to negotiate effectively in various personal and professional situations.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the key principles of effective negotiation.
- Explore different negotiation styles and their implications.
- Learn techniques for effective preparation and planning.
- Gain insights into effective communication and active listening during negotiations.
- Understand strategies for creative problem-solving in negotiations.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Set clear objectives and gather relevant information for negotiations.
- Develop persuasive arguments and counter arguments.
- Effectively communicate interests, needs, and priorities during negotiations.
- Manage emotions and maintain composure during challenging negotiation situations.
- Build rapport and establish trust with counterparts.

L. DELEGATION

TRAINING DESCRIPTION

Delegation is a critical skill for leaders and managers who want to maximize productivity and empower their teams. By effectively delegating tasks and responsibilities, leaders can foster growth, build trust, and create a more efficient work environment. Unusual Concepts offers a comprehensive training program on Effective Delegation, designed to equip leaders with the strategies and techniques needed to delegate effectively and achieve successful outcomes.

The Effective Delegation training program provides participants with practical tools for effective delegation. Participants will learn how to set clear expectations, establish accountability mechanisms, and provide constructive feedback throughout the delegation process. They will also gain insights into effective communication techniques that promote understanding and alignment among team members.

By the end of the Effective Delegation training program, participants will have developed a strong foundation in delegation skills. They will be able to delegate tasks confidently, empower their teams to take ownership of their work, and create a culture of accountability and collaboration. This training program will ultimately contribute to increased productivity, improved team morale, and enhanced overall performance.

WHO IS THIS TRAINING FOR?

- Managers
- Team leaders
- Project managers
- Supervisors
- Anyone in a leadership role or aspiring to be in one

TRAINING GOAL

Equip leaders with the knowledge and skills to delegate effectively and empower their teams for success.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the benefits of effective delegation.
- Identify suitable tasks for delegation.
- Overcome common challenges in delegation.
- Learn techniques for matching tasks with team members' skills.
- Understand how to provide clear instructions and set expectations.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Delegate tasks effectively and confidently.
- Empower team members to take ownership of their work.
- Establish accountability mechanisms for delegated tasks.
- Provide constructive feedback and support throughout the delegation process.
- Communicate effectively to promote understanding and alignment among team members.

M. COLLABORATIVE DECISION-MAKING

TRAINING DESCRIPTION

Collaborative decision-making is a vital skill for teams and organizations that want to tap into the collective intelligence and expertise of their members. By involving multiple perspectives and fostering collaboration, leaders can make more informed decisions, build consensus, and drive better outcomes. Unusual Concepts offers a comprehensive training program on Collaborative Decision-Making, designed to equip individuals and teams with the strategies and techniques needed to make effective decisions together.

The Collaborative Decision-Making training program provides participants with practical tools for effective decision-making. Participants will learn how to facilitate group discussions, manage conflicts, and reach consensus in a collaborative manner. They will also gain insights into effective communication techniques that promote active listening, empathy, and constructive dialogue among team members.

By the end of the Collaborative Decision-Making training program, participants will have developed a strong foundation in collaborative decision-making skills. They will be able to engage team members in meaningful discussions, harness collective intelligence to generate innovative solutions, and foster a culture of collaboration and trust. This training program will ultimately contribute to improved decision-making processes, enhanced team dynamics, and better overall outcomes.

WHO IS THIS TRAINING FOR?

- Team leaders
- Managers
- Project managers
- Cross-functional teams
- Anyone involved in decision-making processes within a team or organization

TRAINING GOAL

Equip individuals and teams with the knowledge and skills to make effective decisions collaboratively.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the benefits of collaborative decision-making.
- Navigate decision-making processes effectively.
- Overcome common challenges in collaborative decision-making.
- Create an inclusive environment that encourages participation.
- Leverage diverse perspectives for better decision outcomes.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Facilitate group discussions and decision-making processes.
- Manage conflicts and reach consensus in a collaborative manner.
- Promote active listening, empathy, and constructive dialogue.
- Harness collective intelligence to generate innovative solutions.
- Foster a culture of collaboration and trust within teams.

N. NON-VIOLENT COMMUNICATION

TRAINING DESCRIPTION

Non-violent communication (NVC) is a powerful framework for building effective and compassionate relationships, both personally and professionally. By promoting empathy, understanding, and mutual respect, NVC enables individuals to communicate their needs and emotions in a way that fosters connection and resolves conflicts peacefully. Unusual Concepts offers a comprehensive training program on Non-Violent Communication, designed to equip individuals with the skills and techniques needed to communicate effectively and compassionately.

The Non-Violent Communication training program provides participants with practical tools for effective communication. Participants will learn how to identify and express their feelings and needs, listen empathetically to others, and find collaborative solutions in conflict situations. They will also gain insights into strategies for de-escalating conflicts and building trust through open dialogue.

By the end of the Non-Violent Communication training program, participants will have developed a strong foundation in NVC skills. They will be able to communicate more effectively, resolve conflicts peacefully, and build stronger relationships based on empathy and understanding. This training program will ultimately contribute to improved communication dynamics, enhanced emotional intelligence, and healthier interpersonal connections.

WHO IS THIS TRAINING FOR?

- Individuals seeking to improve their communication skills
- Team members looking to enhance collaboration and resolve conflicts peacefully
- Managers or leaders who want to create a positive communication culture within their teams
- Anyone interested in building more compassionate relationships

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the principles and benefits of non-violent communication.
- Develop empathy skills to better understand others' perspectives.
- Navigate challenging conversations with compassion and respect.
- Identify and express feelings and needs authentically.
- Find collaborative solutions in conflict situations.

TRAINING GOAL

Equip individuals with the knowledge and skills to communicate effectively and compassionately using non-violent communication principles.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Express yourself effectively and compassionately.
- Listen empathetically to others' perspectives.
- De-escalate conflicts and find peaceful resolutions.
- Build trust through open and honest dialogue.
- Create a positive communication culture within teams or relationships.

PRODUCT OWNER TRACK

2. Product Owner Track

A. MENTORSHIP PROGRAM FOR PRODUCT OWNERS

TRAINING DESCRIPTION

The Mentorship Program for Product Owners is a comprehensive training program designed to empower aspiring and experienced Product Owners with the knowledge, skills, and guidance needed to excel in their roles. This program provides a unique opportunity for Product Owners to learn from seasoned industry professionals, gain practical insights, and receive personalized mentorship to enhance their capabilities.

Join us for this immersive program that spans over several weeks. Throughout the program, participants will engage in interactive workshops, one-on-one coaching sessions, and collaborative learning activities. They will learn how to effectively define product vision, prioritize requirements, collaborate with stakeholders, and deliver value-driven products. Our experienced mentors will provide guidance on navigating challenges specific to the role of a Product Owner and share best practices based on real-world experiences.

Whether you are new to the role or looking to elevate your skills as a Product Owner, this mentorship program will equip you with the tools and strategies needed to succeed in driving product success and achieving business outcomes.

WHO IS THIS TRAINING FOR?

- Aspiring Product Owners
- Junior Product Owners
- Experienced Product Owners seeking further development

TRAINING GOAL

Empower Product Owners with the knowledge, skills, and mentorship needed to excel in their roles.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the core responsibilities and key competencies of a Product Owner.
- Learn techniques for effective product discovery and validation.
- Gain insights into stakeholder management and collaboration.
- Explore methods for prioritizing requirements and managing product backlogs.
- Understand agile principles and how they apply to product ownership.
- Learn strategies for delivering value-driven products that meet customer needs.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Effectively define product vision and strategy.
- Prioritize requirements based on business value and customer needs.
- Collaborate with stakeholders to gather feedback and align on product goals.
- Manage and groom product backlogs for optimal value delivery.
- Apply agile practices and frameworks to drive product success.

B. PRODUCT OWNER ACADEMY

TRAINING DESCRIPTION

The Product Owner in Scrum Mastery training is a comprehensive program designed to equip individuals with the knowledge and skills needed to excel in the role of a Product Owner within the Scrum framework. Led by our experienced Agile coaches and Certified Scrum Trainers from Unusual Concepts, this training provides a deep understanding of the responsibilities, techniques, and best practices associated with being an effective Product Owner.

During this training, participants will dive into the core principles of Scrum and gain insights into the unique role of the Product Owner. They will learn how to effectively collaborate with stakeholders, elicit requirements, prioritize product backlogs, and create valuable product increments. Through interactive discussions, case studies, and hands-on exercises, participants will develop a strong foundation in product ownership and learn how to drive successful product development initiatives.

By the end of the Product Owner in Scrum Mastery training, participants will have acquired the necessary knowledge and skills to fulfill their role as a Product Owner with confidence. They will be equipped with practical tools and techniques to maximize value delivery, optimize product backlog management, and ensure alignment between business goals and customer needs.

WHO IS THIS TRAINING FOR?

- Aspiring or current Product Owners
- Business Analysts
- Project Managers
- Agile Coaches

TRAINING GOAL

Empower individuals to excel in their role as a Product Owner within the Scrum framework by providing them with a deep understanding of their responsibilities, techniques, and best practices.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Gain a comprehensive understanding of the Scrum framework and its roles.
- Learn about the unique responsibilities and challenges faced by Product Owners.
- Understand how to effectively collaborate with stakeholders to gather requirements.
- Learn techniques for prioritizing product backlogs based on value and business goals.
- Explore strategies for creating valuable product increments and maximizing customer satisfaction.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Fulfill the role of a Product Owner with confidence and competence.
- Effectively collaborate with stakeholders to elicit and manage requirements.
- Prioritize product backlogs based on value, business goals, and customer needs.
- Create valuable product increments that align with business objectives.

C. CERTIFIED SCRUM PRODUCT OWNER

TRAINING DESCRIPTION

The Certified Scrum Product Owner (CSPO) Certification training is a comprehensive program designed to provide individuals with the knowledge and skills necessary to excel in the role of a Product Owner within the Scrum framework. Led by our experienced Agile coaches and Certified Scrum Trainers from Unusual Concepts, this training not only equips participants with a deep understanding of product ownership but also prepares them for the CSPO certification exam.

During this training, participants will delve into the core principles of Scrum and gain insights into the responsibilities and techniques associated with being an effective Product Owner. They will learn how to collaborate with stakeholders, create and prioritize product backlogs, conduct effective sprint planning, and maximize value delivery. Through interactive discussions, case studies, and hands-on exercises, participants will develop the skills needed to drive successful product development initiatives.

By the end of the Certified Scrum Product Owner (CSPO) Certification training, participants will have acquired the knowledge and skills required to fulfill their role as a Certified Scrum Product Owner.

WHO IS THIS TRAINING FOR?

- Aspiring or current Product Owners
- Business Analysts
- Project Managers
- Agile Coaches

TRAINING GOAL

Prepare individuals to excel in their role as a Product Owner within the Scrum framework and obtain their Certified Scrum Product Owner (CSPO) certification.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Gain a comprehensive understanding of the Scrum framework and its roles.
- Learn about the unique responsibilities and challenges faced by Product Owners.
- Understand how to effectively collaborate with stakeholders to gather requirements.
- Learn techniques for creating and prioritizing product backlogs based on value.
- Explore strategies for conducting effective sprint planning and maximizing value delivery.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Fulfill the role of a Certified Scrum Product Owner with confidence and competence.
- Effectively collaborate with stakeholders to elicit and manage requirements.
- Create and prioritize product backlogs based on value, business goals, and customer needs.
- Conduct effective sprint planning and ensure alignment between the development team and stakeholders.

D. ADVANCED SCRUM PRODUCT OWNER

TRAINING DESCRIPTION

The Advanced Scrum Product Owner Mastery training is an intensive program designed to take individuals' product ownership skills to the next level within the Scrum framework. Led by our experienced Agile coaches and Certified Scrum Trainers from Unusual Concepts, this training provides an in-depth exploration of advanced techniques and strategies for excelling in the role of a Product Owner.

Students will learn advanced techniques for stakeholder collaboration, product backlog refinement, release planning, and value optimization. Through interactive discussions, case studies, and hands-on exercises, participants will develop the expertise needed to drive successful product development initiatives in complex environments.

By the end of the Advanced Scrum Product Owner Mastery training, participants will have acquired advanced knowledge and skills to fulfill their role as a highly effective Product Owner. They will be equipped with practical tools and techniques to navigate intricate stakeholder dynamics, refine product backlogs with precision, plan releases strategically, and optimize value delivery.

WHO IS THIS TRAINING FOR?

- Experienced Product Owners
- Agile Coaches
- Scrum Masters
- Business Analysts

TRAINING GOAL

Empower experienced Product Owners with advanced techniques and strategies to excel in their role within the Scrum framework.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Deepen your understanding of the Scrum framework and its application in complex environments.
- Learn advanced techniques for effective stakeholder collaboration and management.
- Understand how to refine product backlogs with precision and handle complex prioritization scenarios.
- Gain insights into optimizing value delivery through iterative product development.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Fulfill the role of an advanced Product Owner with confidence and expertise.
- Navigate complex stakeholder dynamics and effectively manage diverse interests.
- Refine product backlogs with precision, considering various factors and prioritization techniques.
- Strategically plan releases, considering dependencies and maximizing value delivery.
- Optimize value delivery through iterative product development in complex environments.

E. EFFECTIVE PRODUCT BACKLOG REFINEMENT

TRAINING DESCRIPTION

Have you heard a term “backlog starvation”? It happens when a Scrum Team gathers for a Sprint Planning event and do not have enough ready items in a Product Backlog to work within a Sprint. Is this something that you experience with your team?

Please join us for 2.5 hour hands on workshop to learn how to facilitate an effective Product Backlog Refinement for breaking down and further defining Product Backlog items into smaller more precise items, to add details, such as a description, order, and size. Practice the techniques for splitting user stories into smaller ones. Practice in small groups and get some further insights from the Certified Agile Coaches and Trainers.

WHO IS THIS TRAINING FOR?

- Scrum Masters
- Product Owners
- Developers
- Team Leads
- Project Managers
- Stakeholders

TRAINING GOAL

Increase the effectiveness of product backlog refinement.

WHAT WILL YOU LEARN (KNOWLEDGE)

- How to be of service to your Scrum Team for facilitating effective Backlog Refinement and avoid Backlog Starvation
- Meeting objectives, roles, and timing
- Utilize preliminary goals for the upcoming sprints as a tool for identifying possible dependencies and better backlog ordering
- Facilitation techniques to ensure productive conversations
- Indicators of an effective Product Backlog Refinement

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Grasp the meeting flow, inputs, and outputs
- Why the Scrum Guide does not consider Backlog Refinement as a Scrum Event, but an ongoing process
- Make Product Backlog Refinement a valuable process for the teams and stakeholders
- How the definition of Ready could help get the team off the ground
- Avoid possible anti-patterns
- SPIDR approach for splitting user stories
- Practice facilitation in small groups

F. IMPACT MEASUREMENT

TRAINING DESCRIPTION

Understanding the impact of initiatives and measuring their effectiveness is crucial for organizations striving to create positive change. Our Impact and Impact Measurement training program provides participants with the knowledge and tools to assess, analyze, and communicate the impact of their projects or programs.

During this comprehensive workshop, participants will explore the concept of impact and its significance in various sectors. They will learn different methodologies and frameworks for measuring impact, including quantitative and qualitative approaches. Through practical exercises and case studies, participants will gain insights into setting impact goals, collecting relevant data, analyzing results, and reporting findings.

WHO IS THIS TRAINING FOR?

- Nonprofit professionals
- Social entrepreneurs
- Program managers
- Grant managers
- Evaluation specialists

TRAINING GOAL

Equip participants with the skills and knowledge to effectively measure and communicate the impact of their initiatives.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the concept of impact and its importance in social change efforts.
- Explore different methodologies and frameworks for measuring impact.
- Learn how to set clear impact goals aligned with organizational objectives.
- Gain insights into data collection methods and tools for impact measurement.
- Understand how to analyze data and derive meaningful insights.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Develop a comprehensive understanding of impact measurement principles.
- Set clear impact goals that align with organizational objectives.
- Collect relevant data using appropriate methods and tools.
- Analyze data to assess the effectiveness of initiatives.
- Communicate impact findings effectively to stakeholders.

G. EFFECTIVE MEETINGS

TRAINING DESCRIPTION

The Effective Meetings in Scrum training is a comprehensive program designed to equip individuals with the knowledge and skills necessary to conduct productive and efficient meetings within the Scrum framework. Led by our experienced Agile coaches and Certified Scrum Trainers from Unusual Concepts, this training focuses on providing participants with practical techniques and strategies for maximizing the value of meetings in an Agile environment.

Through interactive discussions, case studies, and hands-on exercises, participants will develop the skills needed to lead and participate in successful Scrum meetings. They will learn how to create a positive meeting environment that encourages open communication, active participation, and continuous improvement.

By the end of the Effective Meetings in Scrum training, participants will have acquired the knowledge and skills required to conduct effective meetings within the Scrum framework. They will be able to facilitate productive discussions, manage time efficiently, engage team members effectively, and drive meaningful outcomes from each meeting.

WHO IS THIS TRAINING FOR?

- Scrum Masters
- Product Owners
- Agile Coaches
- Development Team Members

TRAINING GOAL

Equip individuals with practical techniques and strategies for conducting effective meetings within the Scrum framework.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the different types of meetings in Scrum and their purpose.
- Learn about effective meeting facilitation techniques.
- Explore strategies for managing time effectively during meetings.
- Gain insights into fostering collaboration among team members during meetings.
- Understand how to ensure meetings stay focused on achieving their objectives.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Lead and facilitate effective meetings within the Scrum framework.
- Manage time efficiently during meetings to ensure productive discussions.
- Foster collaboration and active participation among team members during meetings.
- Ensure that meetings stay focused on achieving their intended outcomes.
- Drive meaningful outcomes and continuous improvement through Scrum meetings.

H. EFFECTIVE SPRINT PLANNING

TRAINING DESCRIPTION

Sprint Planning is the very first event of a Sprint when a Scrum team lays out the work to be performed during the Sprint. A team collaborates to establish a Sprint Goal. Agree on why the sprint would be valuable for the customer. The Team selects the Items from the Product Backlog to address the Sprint Goal and to make a plan on how to get the work done. If facilitated well, successful Sprint Planning is key to having a predictable flow of work and high team morale.

Please join us for a 2,5-hour hands-on mini-workshop to learn how to be of service to your Scrum Teams by facilitating effective Sprint Planning events. Practice facilitating Sprint Planning in small groups and get feedback from the Certified Agile Coaches and Trainers.

WHO IS THIS TRAINING FOR?

- Scrum Masters
- Team Leads
- Product Owners
- Project Managers

TRAINING GOAL

Increase the effectiveness of Sprint Planning.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Learn how to be of service to your Scrum Team when it comes to planning activities
- Why Sprint Planning is important for successful Sprints, team predictability and, ultimately, the team morale
- 3 stages of the Sprint Planning
- Inputs and desired outcomes
- The flow of the event and some facilitation techniques

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Conduct Effective Sprint Planning
- Grasp the event flow, inputs, and outputs
- Learn techniques for facilitating effective sprint planning
- Be aware of the possible anti-patterns
- Practice facilitation in small groups

I. EFFECTIVE SPRINT REVIEW

TRAINING DESCRIPTION

The Effective Sprint Review Workshop is designed to help Scrum Teams and stakeholders maximize the value of their Sprint Reviews. This workshop provides participants with the knowledge and skills needed to conduct productive and engaging Sprint Reviews that drive continuous improvement and customer satisfaction. Through interactive discussions, practical exercises, and real-world examples, participants will learn how to effectively showcase the product increment, gather valuable feedback, and collaborate with stakeholders to refine the product backlog.

Join us for this hands-on 1-day workshop facilitated by our experienced Agile Coaches and Certified Scrum Trainers. During the workshop, participants will learn techniques for preparing impactful demos, facilitating meaningful discussions, incorporating stakeholder feedback into future iterations, and leveraging the Sprint Review as a platform for collaboration and innovation.

WHO IS THIS TRAINING FOR?

- Scrum Masters
- Product Owners
- Development Team members
- Stakeholders

TRAINING GOAL

Enhance the effectiveness of Sprint Reviews to drive product success and stakeholder satisfaction.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the purpose and importance of the Sprint Review in the Scrum framework
- Learn techniques for preparing impactful product demos
- Discover strategies for facilitating engaging discussions with stakeholders
- Explore methods for gathering valuable feedback from stakeholders
- Understand how to incorporate stakeholder feedback into future iterations

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Conduct effective and engaging Sprint Reviews that drive continuous improvement
- Prepare impactful product demos that showcase the product increment effectively
- Facilitate meaningful discussions with stakeholders to gather valuable feedback
- Collaborate with stakeholders to refine the product backlog based on their input
- Leverage the Sprint Review as a platform for collaboration, innovation, and customer satisfaction

J. EFFECTIVE FEEDBACK

TRAINING DESCRIPTION

Feedback is a fundamental component in the Agile process, fostering collaboration, driving continuous improvement, and aligning teams to customer needs. Effective feedback, both positive and constructive, is essential for teams to understand their strengths, identify areas for improvement, and most importantly, for individual growth and team cohesion. However, delivering feedback in a way that's both constructive and beneficial can be a challenge.

Join us in this 2,5-hour interactive workshop, where you will explore the art and science of giving and receiving feedback within Agile teams. Dive deep into real-life scenarios, practice giving feedback in small groups, and receive expert insights from Certified Agile Coaches and Trainers to hone your skills.

WHO IS THIS TRAINING FOR?

- Team Members
- Scrum Masters
- Team Leads
- Product Owners
- Project Managers
- Anyone interested in enhancing their feedback skills

TRAINING GOAL

Master the art of delivering and receiving feedback effectively.

WHAT WILL YOU LEARN (KNOWLEDGE)

- The importance of feedback within the Agile framework
- Differences between constructive, positive, and ineffective feedback
- Key components that constitute effective feedback
- Techniques for delivering feedback that fosters growth and improvement
- Strategies for receiving feedback graciously and acting on it

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Deliver feedback that's clear, constructive, and beneficial
- Receive feedback and use it as a tool for personal and professional growth
- Utilize feedback to drive team improvements and align to customer needs
- Navigate challenging feedback situations with confidence
- Practice giving and receiving feedback in simulated team scenarios

K. NEGOTIATION SKILLS

TRAINING DESCRIPTION

Negotiation is a fundamental skill in both personal and professional settings. Whether you are negotiating a business deal, resolving conflicts, or making important decisions, having strong negotiation skills can greatly impact your success. Unusual Concepts offers a comprehensive training program on Mastering Negotiation Skills, designed to equip individuals with the strategies and techniques needed to achieve successful outcomes in various negotiation scenarios.

The Mastering Negotiation Skills training program provides participants with practical tools for planning and conducting negotiations. Participants will learn how to set objectives, gather information, and develop persuasive arguments. They will also gain insights into managing emotions during negotiations and building rapport with counterparts. Through role-playing activities and case studies, participants will have opportunities to practice their negotiation skills in realistic scenarios.

By the end of the Mastering Negotiation Skills training program, participants will have developed a strong foundation in negotiation techniques. They will be able to approach negotiations with confidence, effectively communicate their interests, and reach mutually beneficial agreements. This training program will ultimately contribute to improved decision-making, enhanced relationships, and increased success in various professional contexts.

WHO IS THIS TRAINING FOR?

- Sales representatives
- Team leads
- Managers
- HR professionals
- Anyone interested in improving their negotiation skills

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the key principles of effective negotiation.
- Explore different negotiation styles and their implications.
- Learn techniques for effective preparation and planning.
- Gain insights into effective communication and active listening during negotiations.
- Understand strategies for creative problem-solving in negotiations.

TRAINING GOAL

Equip individuals with the knowledge and skills to negotiate effectively in various personal and professional situations.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Set clear objectives and gather relevant information for negotiations.
- Develop persuasive arguments and counterarguments.
- Effectively communicate interests, needs, and priorities during negotiations.
- Manage emotions and maintain composure during challenging negotiation situations.
- Build rapport and establish trust with counterparts.
- Reach mutually beneficial agreements through principled negotiation.

L. DELEGATION

TRAINING DESCRIPTION

Delegation is a critical skill for leaders and managers who want to maximize productivity and empower their teams. By effectively delegating tasks and responsibilities, leaders can foster growth, build trust, and create a more efficient work environment. Unusual Concepts offers a comprehensive training program on Effective Delegation, designed to equip leaders with the strategies and techniques needed to delegate effectively and achieve successful outcomes.

The Effective Delegation training program provides participants with practical tools for effective delegation. Participants will learn how to set clear expectations, establish accountability mechanisms, and provide constructive feedback throughout the delegation process. They will also gain insights into effective communication techniques that promote understanding and alignment among team members.

By the end of the Effective Delegation training program, participants will have developed a strong foundation in delegation skills. They will be able to delegate tasks confidently, empower their teams to take ownership of their work, and create a culture of accountability and collaboration. This training program will ultimately contribute to increased productivity, improved team morale, and enhanced overall performance.

WHO IS THIS TRAINING FOR?

- Managers
- Team leaders
- Project managers
- Supervisors
- Anyone in a leadership role or aspiring to be in one

TRAINING GOAL

Equip leaders with the knowledge and skills to delegate effectively and empower their teams for success.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the benefits of effective delegation.
- Identify suitable tasks for delegation.
- Overcome common challenges in delegation.
- Learn techniques for matching tasks with team members' skills.
- Understand how to provide clear instructions and set expectations.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Delegate tasks effectively and confidently.
- Empower team members to take ownership of their work.
- Establish accountability mechanisms for delegated tasks.
- Provide constructive feedback and support throughout the delegation process.
- Communicate effectively to promote understanding and alignment among team members.

M. COLLABORATIVE DECISION-MAKING

TRAINING DESCRIPTION

Collaborative decision making is at the root of most successful teams in the world. But what is collaborative decision making, really? We can define it as the outcome when a team of individuals reaches a consensus. This consensus should be on the best possible solution, chosen from within a set of few proposed. But reaching a consensus between a group of opinionated people with the different personalities, cultural backgrounds, titles etc. is not easy. Very often meetings that supposed to bring a consensus end with no decisions and a lot of frustration.

Please join us for a 2.5 hour workshop to get insights into a diamond of participatory decision making, divergent and convergent thinking, a groan zone. Learn what facilitation techniques work best in each case and practice facilitating group decision in small groups.

WHO IS THIS TRAINING FOR?

- Leaders of all levels
- Scrum Masters
- Product Owners
- Team Leads
- Project Managers
- Stakeholders

TRAINING GOAL

Provide leaders with different methods of finding a common solution

WHAT WILL YOU LEARN (KNOWLEDGE)

- The importance of a group decision making for the success of the teams
- Factors that affect group decision making
- Diamond of participatory decision making
- Divergent and convergent thinking, a groan zone.
- Facilitation techniques appropriate for each case

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Recognize divergent and convergent thinking, a groan zone.
- Chose facilitation techniques appropriate for each step of the group decision making
- Practice facilitating group decision making in small groups

N. NON-VIOLENT COMMUNICATION

TRAINING DESCRIPTION

Non-violent communication (NVC) is a powerful framework for building effective and compassionate relationships, both personally and professionally. By promoting empathy, understanding, and mutual respect, NVC enables individuals to communicate their needs and emotions in a way that fosters connection and resolves conflicts peacefully. Unusual Concepts offers a comprehensive training program on Non-Violent Communication, designed to equip individuals with the skills and techniques needed to communicate effectively and compassionately.

The Non-Violent Communication training program provides participants with practical tools for effective communication. Participants will learn how to identify and express their feelings and needs, listen empathetically to others, and find collaborative solutions in conflict situations. They will also gain insights into strategies for de-escalating conflicts and building trust through open dialogue.

By the end of the Non-Violent Communication training program, participants will have developed a strong foundation in NVC skills. They will be able to communicate more effectively, resolve conflicts peacefully, and build stronger relationships based on empathy and understanding. This training program will ultimately contribute to improved communication dynamics, enhanced emotional intelligence, and healthier interpersonal connections.

WHO IS THIS TRAINING FOR?

- Individuals seeking to improve their communication skills
- Team members looking to enhance collaboration and resolve conflicts peacefully
- Managers or leaders who want to create a positive communication culture within their teams
- Anyone interested in building more compassionate relationships

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the principles and benefits of non-violent communication.
- Develop empathy skills to better understand others' perspectives.
- Navigate challenging conversations with compassion and respect.
- Identify and express feelings and needs authentically.
- Find collaborative solutions in conflict situations.

TRAINING GOAL

Equip individuals with the knowledge and skills to communicate effectively and compassionately using non-violent communication principles.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Express yourself effectively and compassionately.
- Listen empathetically to others' perspectives.
- De-escalate conflicts and find peaceful resolutions.
- Build trust through open and honest dialogue.
- Create a positive communication culture within teams or relationships.

SCRUM MASTER TRACK

3. Scrum Master Track

A. MENTORSHIP PROGRAM FOR SCRUM MASTERS

TRAINING DESCRIPTION

The role of a Scrum Master is pivotal in guiding teams towards Agile excellence. As they navigate the intricacies of team dynamics, organizational pressures, and the evolving Scrum framework, continuous learning and support become imperative. A well-structured mentorship can provide the guidance, feedback, and encouragement needed for Scrum Masters to excel and evolve in their role.

Dive into our "Mentorship Program for Scrum Masters," a comprehensive journey designed to elevate the skills, mindset, and capabilities of Scrum Masters. With the mentorship of our elite Agile Coaches and Trainers, participants will be exposed to real-world challenges, advanced Scrum topics, and personalized feedback loops, ensuring a holistic development path.

WHO IS THIS TRAINING FOR?

- New Scrum Masters looking for guidance and structure in their role
- Experienced Scrum Masters seeking advanced insights and growth
- Agile Coaches aiming to mentor Scrum Masters effectively
- HR and L&D professionals wanting to set up mentorship programs in their organizations

TRAINING GOAL

To develop competent, confident, and impactful Scrum Masters through tailored mentorship, exposure to real-world scenarios, and continuous feedback.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Advanced Scrum principles and practices that go beyond the basics
- Effective strategies for navigating complex team and organizational dynamics
- The art of self-reflection and continuous improvement as a Scrum Master
- Insights from seasoned Scrum practitioners on handling challenging situations
- Techniques for mentoring and coaching team members and other Scrum Masters

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Apply advanced Scrum techniques to drive team performance and Agile maturity
- Mentor other Scrum Masters and team members effectively, sharing knowledge and insights
- Reflect on and adapt your approach based on feedback and self-awareness
- Navigate challenging team dynamics and organizational impediments with confidence
- Advocate for and exemplify the highest standards of Scrum Mastery within your organization

B. SCRUM MASTER ACADEMY

TRAINING DESCRIPTION

The Scrum Master role is a unique blend of facilitator, coach, and Agile champion, instrumental in guiding teams towards Agile and Scrum maturity. To fully step into this multifaceted role, Scrum Masters require an environment where they can delve deep into Scrum's nuances, practice essential skills, and share experiences. The "Scrum Master Academy" is precisely that space – an immersive learning journey crafted to transform budding enthusiasts into Scrum experts.

Within the Scrum Master Academy, participants will engage in a rich blend of theoretical sessions, hands-on exercises, simulations, and peer discussions. Led by our seasoned Agile Coaches and Trainers, attendees will explore the depths of the Scrum framework, leadership principles, team dynamics, and much more, equipping them with the knowledge and confidence to excel as Scrum Masters.

WHO IS THIS TRAINING FOR?

- Aspiring Scrum Masters embarking on their Scrum journey
- Existing Scrum Masters aiming for deepened insights and skills
- Agile Coaches seeking structured Scrum training methods
- Team Leads and Managers wanting to understand the SM role deeply

TRAINING GOAL

To nurture and develop top-tier Scrum Masters, fully equipped with the knowledge, skills, and mindset required to foster Agile transformation and lead high-performing Scrum teams.

WHAT WILL YOU LEARN (KNOWLEDGE)

- In-depth understanding of Scrum principles, roles, artifacts, and ceremonies
- The Scrum Master's role in various organizational contexts and team stages
- Techniques for facilitating effective Scrum events and meetings
- Strategies for promoting continuous improvement and team self-organization
- Approaches to handle common challenges and impediments in Scrum adoption

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Serve as an effective Scrum Master for teams of varying maturity levels
- Facilitate impactful Scrum events, from Sprint Planning to Retrospectives
- Coach, mentor, and guide teams towards self-organization and continuous improvement
- Resolve impediments and challenges, ensuring smooth team progress and value delivery
- Act as an Agile ambassador within the organization, promoting Scrum best practices

C. ADVANCED CERTIFIED SCRUM MASTER

TRAINING DESCRIPTION

While the foundational Certified Scrum Master (CSM) course equips professionals with the basics of Scrum, the journey to mastery in this role requires deeper dives into advanced topics, techniques, and scenarios. The "Advanced Certified Scrum Master" training is tailored for those who have begun their Scrum Master journey and are now seeking to elevate their expertise, enhancing their capacity to drive Agile transformation and lead teams with greater efficacy.

Within this advanced course, participants will delve into sophisticated aspects of the Scrum Master role, from facilitating multi-team dynamics to addressing intricate organizational impediments. Our seasoned Agile Coaches and Trainers will guide attendees through complex simulations, reflective exercises, and detailed discussions, ensuring a nuanced understanding of the challenges and opportunities awaiting modern Scrum Masters.

WHO IS THIS TRAINING FOR?

- Certified Scrum Masters aiming for the next level of certification and expertise
- Experienced Scrum practitioners seeking advanced tools and techniques
- Agile Coaches aiming for a deeper dive into Scrum mastery
- Organizations focusing on raising the bar of their Scrum practices

TRAINING GOAL

To advance the skills and knowledge of existing Scrum Masters, equipping them with tools, techniques, and insights for handling complex Scrum scenarios and multi-team dynamics.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Deepened insights into servant leadership and its applications within Scrum
- Advanced techniques for facilitating effective multi-team collaborations
- Strategies for fostering team self-organization in complex environments
- Approaches to influence and promote Scrum adoption at the organizational level
- Tactics to handle intricate impediments and challenges in mature Scrum settings

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Facilitate advanced Scrum ceremonies for multiple teams, ensuring alignment and synchronization
- Coach and mentor Scrum teams through complex challenges, fostering resilience and adaptability
- Influence organizational stakeholders to support and adopt Scrum practices
- Drive continuous improvement at a team and organizational level, using advanced metrics and feedback loops
- Serve as a beacon of Scrum excellence, guiding others on their Agile journeys

0. BECOME AN AGILE COACH

TRAINING DESCRIPTION

The role of an Agile Coach is paramount in guiding teams and organizations on their Agile transformation journey. Bridging the gap between foundational Scrum practices and overarching Agile methodologies, Agile Coaches are catalysts for change, ensuring sustainable and successful Agile adoption. "Become an Agile Coach" is a meticulously curated training designed to propel seasoned Scrum Masters, Agile practitioners, and other change agents into the esteemed realm of Agile Coaching.

This immersive course emphasizes the deepened skills, broader perspectives, and leadership qualities required of Agile Coaches. Participants will explore a myriad of Agile frameworks, coaching methodologies, and organizational dynamics. Guided by expert Agile Coaches with vast real-world experience, attendees will undertake intricate simulations, reflective exercises, and advanced facilitation techniques, prepping them to wear the Agile Coach mantle with confidence and capability.

WHO IS THIS TRAINING FOR?

- Experienced Scrum Masters transitioning to Agile Coaching roles
- Agile practitioners desiring to deepen their coaching competencies
- Organizational change agents driving Agile transformations
- Leaders aiming to facilitate and champion Agile practices at scale

TRAINING GOAL

To nurture and shape formidable Agile Coaches, fortified with the knowledge, skills, and mindset required to lead and support extensive Agile transformations.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Comprehensive understanding of various Agile frameworks and their interconnections
- Deep dives into coaching methodologies, from team-level coaching to enterprise-wide strategies
- Nuanced perspectives on organizational culture, structures, and change dynamics
- Advanced facilitation techniques for diverse team and organizational scenarios
- The art and science of mentorship within the Agile context

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Coach and mentor teams and individuals across varying Agile maturity levels
- Facilitate impactful workshops, retrospectives, and training sessions for diverse audiences
- Collaborate with organizational leaders, influencing and guiding Agile strategy and adoption
- Handle complex organizational impediments, navigating cultural and structural nuances
- Continuously reflect upon and refine one's coaching approach, ensuring adaptability and relevance

E. EFFECTIVE SPRINT PLANNING

TRAINING DESCRIPTION

Sprint Planning is the very first event of a Sprint when a Scrum team lays out the work to be performed during the Sprint. A team collaborates to establish a Sprint Goal. Agree on why the sprint would be valuable for the customer. The Team selects the Items from the Product Backlog to address the Sprint Goal and to make a plan on how to get the work done. If facilitated well, successful Sprint Planning is key to having a predictable flow of work and high team morale.

Please join us for a 2,5-hour hands-on mini-workshop to learn how to be of service to your Scrum Teams by facilitating effective Sprint Planning events. Practice facilitating Sprint Planning in small groups and get feedback from the Certified Agile Coaches and Trainers.

WHO IS THIS TRAINING FOR?

- Scrum Masters
- Team Leads
- Product Owners
- Project Managers

TRAINING GOAL

Increase the effectiveness of Sprint Planning.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Learn how to be of service to your Scrum Team when it comes to planning activities
- Why Sprint Planning is important for successful Sprints, team predictability and, ultimately, the team morale
- 3 stages of the Sprint Planning
- Inputs and desired outcomes
- The flow of the event and some facilitation techniques

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Conduct Effective Sprint Planning
- Grasp the event flow, inputs, and outputs
- Learn techniques for facilitating effective sprint planning
- Be aware of the possible anti-patterns
- Practice facilitation in small groups

F. EFFECTIVE DAILY SCRUM

TRAINING DESCRIPTION

This 15 minutes long Scrum event seems to be the most challenging event for Scrum Masters to facilitate. It is easy to fall into a boring routine of status update answering 3 “magic questions”. No wonder many teams avoid having Daily Scrums and meet 2-3 times a week.

Please join us for a 2.5 hour hands-on mini-workshop to master facilitating effective Daily Scrum events. Practice making Daily Scrums improving communications, identifying impediments, promoting quick decision-making, and consequently eliminating the need for other meetings. Learn why Scrum Guide 2020 does not include 3 questions anymore and suggests that Scrum Teams select whatever structure and techniques they want, as long as their Daily Scrum focuses on progress toward the Sprint Goal and produces an actionable plan for the next day of work.

Please join us for a 2.5 hour hands-on mini-workshop to master effective Daily Scrum facilitation. Step into the roles of a Scrum Master, and a Developer, to experience the event from different perspectives and get some further insights from the Certified Agile Coaches and Trainers.

WHO IS THIS TRAINING FOR?

- Scrum Masters
- Developers
- Team Leads
- Product Owners
- Project Managers

TRAINING GOAL

Increase the effectiveness of Daily Scrum.

WHAT WILL YOU LEARN (KNOWLEDGE)

- How to be of service to your Scrum Team for establishing effective and valuable Daily Scrums
- Why Daily Scrum is an event by developers and for developers
- Facilitation techniques for letting developers talk to each other rather than reporting to a Scrum Master
- Two common approaches to facilitating Daily Scrum: round robin and “walk the board.”
- How to deal with the impediments without turning a Daily Scrum into a solution meeting
- How to utilize burn down chart to measure team progress

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Grasp the event flow, inputs, and outputs
- Learn techniques for facilitating effective Daily Scrum
- Utilize a burn-down chart for detecting the problems early and set the team on the recovery course
- Avoid possible anti-patterns
- Use the parking lot to form an agenda for a follow-up meeting
- Practice facilitation in small groups

G. EFFECTIVE RETROSPECTIVES

TRAINING DESCRIPTION

As a Scrum Master, you are accountable for the Scrum Team's effectiveness. Sprint Retrospective is your number one tool for achieving that. Sprint Retrospective is an ultimate opportunity for the Scrum Team to discuss what went well during the Sprint, what problems it encountered, and how those problems were (or were not) solved. If facilitated well, the team would leave the event with 2-3 actionable items on how to make the improvements.

Please join us for a 2.5 hour hands-on mini-workshop to learn how to facilitate 5 steps Sprint Retrospective, how to avoid "groundhog day retrospectives", and how to utilize [retromat.org](http://www.retromat.org) web site to make it fun and avoid boredom. Practice Sprint Retrospective facilitation using <http://www.retromat.org> in small groups and get some further insights from the Certified Agile Coaches and Trainers.

WHO IS THIS TRAINING FOR?

- Scrum Masters
- Product Owners
- Developers

TRAINING GOAL

Learn how to conduct a retrospective so that it contributes to the qualitative improvement of interaction within the team

WHAT WILL YOU LEARN (KNOWLEDGE)

- How to be of service to your Scrum Team for facilitating effective Sprint Retrospective
- Event objectives, roles and timing
- Facilitation techniques to ensure productive conversations
- How to utilize www.retromat.org
- Indicators of an effective Sprint Retrospective

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Grasp the event flow, inputs, and outputs
- 5 steps for facilitating a Sprint Retrospective
- Some typical formats for Sprint Retrospective facilitation
- How to utilize <http://www.retromat.org> for generating different formats for each of the 5 steps to avoid boredom
- Avoid possible anti-patterns
- Practice facilitation in small groups

H. EFFECTIVE MEETINGS

TRAINING DESCRIPTION

The Effective Meetings in Scrum training is a comprehensive program designed to equip individuals with the knowledge and skills necessary to conduct productive and efficient meetings within the Scrum framework. Led by our experienced Agile coaches and Certified Scrum Trainers from Unusual Concepts, this training focuses on providing participants with practical techniques and strategies for maximizing the value of meetings in an Agile environment.

Through interactive discussions, case studies, and hands-on exercises, participants will develop the skills needed to lead and participate in successful Scrum meetings. They will learn how to create a positive meeting environment that encourages open communication, active participation, and continuous improvement.

By the end of the Effective Meetings in Scrum training, participants will have acquired the knowledge and skills required to conduct effective meetings within the Scrum framework. They will be able to facilitate productive discussions, manage time efficiently, engage team members effectively, and drive meaningful outcomes from each meeting.

WHO IS THIS TRAINING FOR?

- Scrum Masters
- Product Owners
- Agile Coaches
- Development Team Members

TRAINING GOAL

Equip individuals with practical techniques and strategies for conducting effective meetings within the Scrum framework.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the different types of meetings in Scrum and their purpose.
- Learn about effective meeting facilitation techniques.
- Explore strategies for managing time effectively during meetings.
- Gain insights into fostering collaboration among team members during meetings.
- Understand how to ensure meetings stay focused on achieving their objectives.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Lead and facilitate effective meetings within the Scrum framework.
- Manage time efficiently during meetings to ensure productive discussions.
- Foster collaboration and active participation among team members during meetings.
- Ensure that meetings stay focused on achieving their intended outcomes.
- Drive meaningful outcomes and continuous improvement through Scrum meetings.

I. EFFECTIVE FEEDBACK

TRAINING DESCRIPTION

Feedback is a fundamental component in the Agile process, fostering collaboration, driving continuous improvement, and aligning teams to customer needs. Effective feedback, both positive and constructive, is essential for teams to understand their strengths, identify areas for improvement, and most importantly, for individual growth and team cohesion. However, delivering feedback in a way that's both constructive and beneficial can be a challenge.

Join us in this 2,5-hour interactive workshop, where you will explore the art and science of giving and receiving feedback within Agile teams. Dive deep into real-life scenarios, practice giving feedback in small groups, and receive expert insights from Certified Agile Coaches and Trainers to hone your skills.

WHO IS THIS TRAINING FOR?

- Team Members
- Scrum Masters
- Team Leads
- Product Owners
- Project Managers
- Anyone interested in enhancing their feedback skills

TRAINING GOAL

Master the art of delivering and receiving feedback effectively.

WHAT WILL YOU LEARN (KNOWLEDGE)

- The importance of feedback within the Agile framework
- Differences between constructive, positive, and ineffective feedback
- Key components that constitute effective feedback
- Techniques for delivering feedback that fosters growth and improvement
- Strategies for receiving feedback graciously and acting on it

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Deliver feedback that's clear, constructive, and beneficial
- Receive feedback and use it as a tool for personal and professional growth
- Utilize feedback to drive team improvements and align to customer needs
- Navigate challenging feedback situations with confidence
- Practice giving and receiving feedback in simulated team scenarios

J. COACHING DOJO

TRAINING DESCRIPTION

Every person who uses coaching in their day-to-day work should have a safe place to practice their coaching skills under the supervision of other experienced coaches.

We have created such a place for you. Every Wednesday, we run a Coaching Dojo (dojo means a place of practice in Japanese) where you can practice coaching with others in small groups of 3 to 4 people. In the first hour, you will get a refresher on coaching basics, followed by 2 hours of practice. You will get immediate feedback from Certified Coaches. Having two supervised sessions per month is the minimum that we think every person who practices coaching should have in order to keep their skills current.

You may remember from your CSM class that a Scrum Master should have 4 core competencies: facilitation, mentoring, teaching, and coaching. Coaching seems to be the most important and the most challenging one. A Scrum Master serves the teams by coaching the team members in self-management and cross-functionality. He serves the organization by leading, training, and coaching the organization in its Scrum adoption.

Does it mean coaching is a tool for Scrum Masters only? That is not correct. Everybody in a leadership position, everybody who deals with other humans, will benefit from this important soft people skill. Your coaching skills will never become perfect; that's why all coaches need regular supervision of their work.

WHO IS THIS TRAINING FOR?

- Scrum Masters
- Managers
- Product Owners
- Team Leads
- Project Managers

TRAINING GOAL

Practice your coaching skills under the supervision of Certified Coaches.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Definition of Coaching
- Coaching stances
- 3 types of listening
- Arc of a coaching conversation
- Creating powerful open-ended questions

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Differentiate between coaching and mentoring and understand when to use them
- Establish a coaching agreement
- Listen on the 3rd level
- Ask powerful open-ended questions
- Share your observations
- Challenge a focus-person

K. PSYCHOLOGICAL SAFETY AS A FACTOR OF A HIGH-PERFORMING TEAM

TRAINING DESCRIPTION

What makes teams successful? Google leadership was also looking for an answer to the same question when they started an Aristotle project back in 2012. After assessing over 180 teams and applying over 250 different patterns they come to the conclusion that the answer is Psychological safety when team members feel comfortable in taking risks and speaking their minds.

Please join us for 2.5 hour workshop to learn more about the Aristotle project, get some insights into a history of the psychological safety research, a neuro science behind a psychological safety and discuss how the lack of psychological safety affects 4 fundamental, irreducible dimension of life represented by the Integral model.

WHO IS THIS TRAINING FOR?

- Leaders of all levels
- Scrum Masters
- Product Owners
- Developers
- Team Leads
- Project Managers
- Stakeholders

TRAINING GOAL

Endow leaders with knowledge that contributes to improving the level of psychological safety in the team

WHAT WILL YOU LEARN (KNOWLEDGE)

- Get insights into the Google Aristotle project
- Different definitions of Psychological safety
- A history of Psychological safety research
- A neuroscience nature of the psychological safety
- 4 levels of psychological safety
- How lack of psychological safety affects all 4 fundamental, irreducible dimensions of life represented by the Integral model.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Explain the importance of psychological safety to the teams and leadership.
- Understand the team dynamics from the psychological safety standpoint
- Gain the techniques for establishing psychological safety with your teams
- Feel silly performing a failure bow
- Learn how to use 4 quadrant integral model to analyze the effects of lacking psychological safety on fundamental, irreducible dimensions of life

L. TEAM WORKING AGREEMENTS

TRAINING DESCRIPTION

In the dynamic world of Agile, where teams are expected to adapt, collaborate, and deliver at an accelerated pace, a strong foundation is vital. Team Working Agreements provide this foundation, offering teams a customized roadmap of norms, expectations, and protocols. "Creating Team Working Agreements" is a specialized training focused on empowering teams to collaboratively design their unique agreements, fostering a culture of shared understanding and respect.

Throughout this training, participants will delve into the importance of explicit agreements, explore techniques for eliciting team input, and practice crafting agreements that resonate with every member. With insights from experienced Agile facilitators, attendees will experience firsthand the transformative power of well-constructed working agreements, and the cohesion and clarity they bring to teams.

WHO IS THIS TRAINING FOR?

- Scrum Masters and Agile Coaches aiming to facilitate team agreement sessions
- Team Leads and Managers wanting to foster team alignment and harmony
- Product Owners seeking enhanced collaboration with their teams
- Team members wishing to contribute effectively to their team's agreements

TRAINING GOAL

To equip individuals with the tools, techniques, and insights needed to collaboratively create effective Team Working Agreements, enhancing team alignment and productivity.

WHAT WILL YOU LEARN (KNOWLEDGE)

- The underlying importance and benefits of Team Working Agreements in Agile contexts
- Steps and stages in the process of crafting effective agreements
- Techniques for fostering open dialogue and inclusive participation
- Strategies for revisiting and evolving agreements as teams grow and change
- Addressing challenges and conflicts that emerge during agreement creation

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Facilitate productive sessions to craft and refine Team Working Agreements
- Promote open communication and ensure every team member's voice is heard
- Identify potential points of contention and navigate them with finesse
- Empower teams to take ownership of their agreements and iterate upon them
- Integrate agreement creation as a fundamental step in team formation and reset sessions

M. DEVOPS FOR NON-TECHIES

TRAINING DESCRIPTION

Collaborative decision making is at the root of most successful teams in the world. But what is collaborative decision making, really? We can define it as the outcome when a team of individuals reaches a consensus. This consensus should be on the best possible solution, chosen from within a set of few proposed. But reaching a consensus between a group of opinionated people with the different personalities, cultural backgrounds, titles etc. is not easy. Very often meetings that supposed to bring a consensus end with no decisions and a lot of frustration.

Please join us for a 2.5 hour workshop to get insights into a diamond of participatory decision making, divergent and convergent thinking, a groan zone. Learn what facilitation techniques work best in each case and practice facilitating group decision in small groups.

WHO IS THIS TRAINING FOR?

- Leaders of all levels
- Scrum Masters
- Product Owners
- Team Leads
- Project Managers
- Stakeholders

WHAT WILL YOU LEARN (KNOWLEDGE)

- The importance of a group decision making for the success of the teams
- Factors that affect group decision making
- Diamond of participatory decision making
- Divergent and convergent thinking, a groan zone.
- Facilitation techniques appropriate for each case

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Recognize divergent and convergent thinking, a groan zone.
- Chose facilitation techniques appropriate for each step of the group decision making
- Practice facilitating group decision making in small groups

N. CONFLICT RESOLUTION

TRAINING DESCRIPTION

Conflict can arise within Scrum teams due to various factors such as differing opinions, competing priorities, or miscommunication. However, effectively managing conflicts is crucial for maintaining a healthy and productive Scrum environment. Unusual Concepts offers a specialized training program on Conflict Resolution in Scrum, designed to equip Scrum teams with the skills and strategies needed to address conflicts constructively and foster collaboration.

The Conflict Resolution in Scrum training program provides participants with practical techniques for resolving conflicts in a way that aligns with Scrum principles. Participants will learn how to facilitate open dialogue, promote active listening, and encourage mutual understanding among team members. They will also gain insights into identifying root causes of conflicts and finding win-win solutions that support team collaboration.

By the end of the Conflict Resolution in Scrum training program, participants will have a deep understanding of how to effectively manage conflicts within their Scrum teams. They will be able to address conflicts proactively, enhance team alignment, and create a more harmonious and productive Scrum environment. This training program will ultimately contribute to improved collaboration, innovation, and project outcomes.

WHO IS THIS TRAINING FOR?

- Scrum Masters
- Product Owners
- Development Team Members
- Agile Coaches

TRAINING GOAL

Equip Scrum teams with the knowledge and skills to effectively resolve conflicts and foster collaboration within the Scrum framework.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the unique challenges of conflict resolution within Scrum.
- Explore the impact of unresolved conflicts on team dynamics and project success.
- Learn techniques for facilitating open dialogue and active listening within Scrum teams.
- Gain insights into identifying root causes of conflicts in the Scrum context.
- Understand how to find win-win solutions that support team collaboration.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Address conflicts proactively and constructively within Scrum teams.
- Facilitate open dialogue and promote active listening among team members.
- Identify and address root causes of conflicts in the Scrum context.
- Find win-win solutions that support collaboration and team alignment.
- Enhance team dynamics, productivity, and project outcomes within the Scrum framework.

O. NEGOTIATION SKILLS

TRAINING DESCRIPTION

Negotiation is a fundamental skill in both personal and professional settings. Whether you are negotiating a business deal, resolving conflicts, or making important decisions, having strong negotiation skills can greatly impact your success. Unusual Concepts offers a comprehensive training program on Mastering Negotiation Skills, designed to equip individuals with the strategies and techniques needed to achieve successful outcomes in various negotiation scenarios.

The Mastering Negotiation Skills training program provides participants with practical tools for planning and conducting negotiations. Participants will learn how to set objectives, gather information, and develop persuasive arguments. They will also gain insights into managing emotions during negotiations and building rapport with counterparts. Through role-playing activities and case studies, participants will have opportunities to practice their negotiation skills in realistic scenarios.

By the end of the Mastering Negotiation Skills training program, participants will have developed a strong foundation in negotiation techniques. They will be able to approach negotiations with confidence, effectively communicate their interests, and reach mutually beneficial agreements. This training program will ultimately contribute to improved decision-making, enhanced relationships, and increased success in various professional contexts.

WHO IS THIS TRAINING FOR?

- Business professionals
- Sales representatives
- Managers
- HR professionals
- Anyone interested in improving their negotiation skills

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the key principles of effective negotiation.
- Explore different negotiation styles and their implications.
- Learn techniques for effective preparation and planning.
- Gain insights into effective communication and active listening during negotiations.
- Understand strategies for creative problem-solving in negotiations.

TRAINING GOAL

Equip individuals with the knowledge and skills to negotiate effectively in various personal and professional situations.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Set clear objectives and gather relevant information for negotiations.
- Develop persuasive arguments and counter arguments.
- Effectively communicate interests, needs, and priorities during negotiations.
- Manage emotions and maintain composure during challenging negotiation situations.
- Build rapport and establish trust with counterparts.
- Reach mutually beneficial agreements through principled negotiation.

P. DELEGATION

TRAINING DESCRIPTION

Delegation is a critical skill for leaders and managers who want to maximize productivity and empower their teams. By effectively delegating tasks and responsibilities, leaders can foster growth, build trust, and create a more efficient work environment. Unusual Concepts offers a comprehensive training program on Effective Delegation, designed to equip leaders with the strategies and techniques needed to delegate effectively and achieve successful outcomes.

The Effective Delegation training program provides participants with practical tools for effective delegation. Participants will learn how to set clear expectations, establish accountability mechanisms, and provide constructive feedback throughout the delegation process. They will also gain insights into effective communication techniques that promote understanding and alignment among team members.

By the end of the Effective Delegation training program, participants will have developed a strong foundation in delegation skills. They will be able to delegate tasks confidently, empower their teams to take ownership of their work, and create a culture of accountability and collaboration. This training program will ultimately contribute to increased productivity, improved team morale, and enhanced overall performance.

WHO IS THIS TRAINING FOR?

- Managers
- Team leaders
- Project managers
- Supervisors
- Anyone in a leadership role or aspiring to be in one

TRAINING GOAL

Equip leaders with the knowledge and skills to delegate effectively and empower their teams for success.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the benefits of effective delegation.
- Identify suitable tasks for delegation.
- Overcome common challenges in delegation.
- Learn techniques for matching tasks with team members' skills.
- Understand how to provide clear instructions and set expectations.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Delegate tasks effectively and confidently.
- Empower team members to take ownership of their work.
- Establish accountability mechanisms for delegated tasks.
- Provide constructive feedback and support throughout the delegation process.
- Communicate effectively to promote understanding and alignment among team members.

Q. COLLABORATIVE DECISION-MAKING

TRAINING DESCRIPTION

Collaborative decision making is at the root of most successful teams in the world. But what is collaborative decision making, really? We can define it as the outcome when a team of individuals reaches a consensus. This consensus should be on the best possible solution, chosen from within a set of few proposed. But reaching a consensus between a group of opinionated people with the different personalities, cultural backgrounds, titles etc. is not easy. Very often meetings that supposed to bring a consensus end with no decisions and a lot of frustration.

Please join us for a 2.5 hour workshop to get insights into a diamond of participatory decision making, divergent and convergent thinking, a groan zone. Learn what facilitation techniques work best in each case and practice facilitating group decision in small groups.

WHO IS THIS TRAINING FOR?

- Leaders of all levels
- Scrum Masters
- Product Owners
- Team Leads
- Project Managers
- Stakeholders

TRAINING GOAL

Equip individuals and teams with the knowledge and skills to make effective decisions collaboratively.

WHAT WILL YOU LEARN (KNOWLEDGE)

- The importance of a group decision making for the success of the teams
- Factors that affect group decision making
- Diamond of participatory decision making
- Divergent and convergent thinking, a groan zone.
- Facilitation techniques appropriate for each case

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Recognize divergent and convergent thinking, a groan zone.
- Chose facilitation techniques appropriate for each step of the group decision making
- Practice facilitating group decision making in small groups

R. NON-VIOLENT COMMUNICATION

TRAINING DESCRIPTION

Non-violent communication (NVC) is a powerful framework for building effective and compassionate relationships, both personally and professionally. By promoting empathy, understanding, and mutual respect, NVC enables individuals to communicate their needs and emotions in a way that fosters connection and resolves conflicts peacefully. Unusual Concepts offers a comprehensive training program on Non-Violent Communication, designed to equip individuals with the skills and techniques needed to communicate effectively and compassionately.

The Non-Violent Communication training program provides participants with practical tools for effective communication. Participants will learn how to identify and express their feelings and needs, listen empathetically to others, and find collaborative solutions in conflict situations. They will also gain insights into strategies for de-escalating conflicts and building trust through open dialogue.

By the end of the Non-Violent Communication training program, participants will have developed a strong foundation in NVC skills. They will be able to communicate more effectively, resolve conflicts peacefully, and build stronger relationships based on empathy and understanding. This training program will ultimately contribute to improved communication dynamics, enhanced emotional intelligence, and healthier interpersonal connections.

WHO IS THIS TRAINING FOR?

- Individuals seeking to improve their communication skills
- Team members looking to enhance collaboration and resolve conflicts peacefully
- Managers or leaders who want to create a positive communication culture within their teams
- Anyone interested in building more compassionate relationships

TRAINING GOAL

Equip individuals with the knowledge and skills to communicate effectively and compassionately using non-violent communication principles.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Understand the principles and benefits of non-violent communication.
- Develop empathy skills to better understand others' perspectives.
- Navigate challenging conversations with compassion and respect.
- Identify and express feelings and needs authentically.
- Find collaborative solutions in conflict situations.

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Express yourself effectively and compassionately.
- Listen empathetically to others' perspectives.
- De-escalate conflicts and find peaceful resolutions.
- Build trust through open and honest dialogue.
- Create a positive communication culture within teams or relationships.

OTHER TRAININGS

3. Other Trainings

A. KANBAN INTRODUCTION

TRAINING DESCRIPTION

Kanban, a powerful tool rooted in Japanese manufacturing, has been beautifully adapted to the world of knowledge work, offering teams a visual way to manage tasks and workflows. "Introduction to Kanban" provides attendees with a solid foundation in the principles and practices of Kanban for software development, IT operations, and beyond. This training is a gateway to understanding how teams can enhance their workflow efficiencies, reduce bottlenecks, and improve delivery predictability.

During this training, participants will explore the core principles of Kanban, its foundational practices, and the intricacies of visualizing work using Kanban boards. Our seasoned trainers, with extensive real-world Kanban experience, will offer deep insights into workflow management, pull systems, and continuous improvement, ensuring attendees are well-equipped to implement Kanban in their teams.

WHO IS THIS TRAINING FOR?

- Teams and individuals new to Kanban or looking to enhance their foundational knowledge
- Scrum Masters and Agile Coaches exploring additional Agile methodologies
- Project Managers aiming for better workflow visualization and efficiency
- Product Owners and Business Analysts interested in streamlining backlog management
- Developers, Testers, and IT Professionals keen on improving delivery predictability

TRAINING GOAL

To provide a comprehensive introduction to the Kanban method, empowering participants with the knowledge and tools required for successful implementation and continuous workflow improvement.

WHAT WILL YOU LEARN (KNOWLEDGE)

- The history and foundational principles of the Kanban method
- How Kanban differs from other Agile methodologies and where it can be integrated
- Techniques for visualizing work using Kanban boards
- The importance of Work In Progress (WIP) limits and how to implement them
- Strategies for identifying and mitigating bottlenecks in workflows

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Set up and manage an effective Kanban board tailored to your team's workflow
- Implement WIP limits to ensure smooth flow and reduced cycle times
- Analyze and refine workflows to enhance efficiency and predictability
- Collaborate with teams to adopt and adapt Kanban practices
- Continuously monitor and improve delivery processes using Kanban metrics

B. KANBAN SYSTEM DESIGN

TRAINING DESCRIPTION

Building upon a foundational understanding of Kanban, the "Kanban System Design" training dives deeper, focusing on designing robust, adaptable, and efficient Kanban systems tailored to unique organizational needs. Crafting an effective Kanban system requires a thorough grasp of workflow intricacies, demand analysis, and capacity planning. This training empowers attendees with the tools and insights to analyze, design, and optimize Kanban systems that resonate with their specific operational environments.

Participants will journey through the systematic design approach, from visualizing complex workflows to analyzing demand patterns, and from setting appropriate WIP limits to optimizing feedback loops. With hands-on exercises and expert facilitation from our Kanban practitioners, attendees will be equipped to craft and refine Kanban systems that drive continuous improvement and maximize value delivery.

WHO IS THIS TRAINING FOR?

- Teams and individuals with a foundational understanding of Kanban, seeking to deepen their expertise
- Scrum Masters and Agile Coaches aiming to design effective Kanban systems for their teams
- Process Engineers and Operations Managers looking to optimize workflow efficiency
- Product Owners and Business Analysts seeking tighter alignment between demand and capacity
- IT and Development Leads focusing on improving delivery throughput and predictability

TRAINING GOAL

To empower participants with the comprehensive skills and knowledge required to design, implement, and refine effective Kanban systems that align with their unique operational challenges and objectives.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Advanced techniques for visualizing and analyzing complex workflows
- Strategies for demand analysis and capacity planning in Kanban
- Deep dives into setting and adjusting WIP limits for optimal flow
- Feedback loop mechanisms in Kanban and their role in continuous improvement
- Approaches for scaling Kanban across multiple teams or departments

WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Design tailored Kanban systems that align with specific organizational needs and objectives
- Analyze demand patterns and adjust system design for optimal value delivery
- Implement feedback loops for iterative refinement of the Kanban system
- Collaborate with cross-functional teams to ensure Kanban system alignment across the value stream
- Continuously monitor, assess, and improve Kanban systems based on empirical data and metrics

C. KANBAN SYSTEMS IMPROVEMENT

TRAINING DESCRIPTION

In the realm of Agile and Lean methodologies, continuous improvement stands as a cornerstone. "Kanban Systems Improvement" offers a deep dive into advancing existing Kanban systems, ensuring they not only adapt to evolving organizational needs but also drive excellence. As teams and organizations grow and change, so do their challenges and opportunities. This training is tailored to empower attendees to harness these dynamics, turning them into catalysts for systemic enhancement.

Participants will engage with advanced Kanban practices, focusing on metrics-driven improvements, feedback loop optimizations, and adaptive change management. Guided by seasoned Kanban experts, attendees will dissect real-world case studies, simulate improvement scenarios, and explore the latest techniques for fine-tuning and scaling their Kanban systems.

WHO IS THIS TRAINING FOR?

- Teams and individuals already practicing Kanban and seeking further enhancement
- Scrum Masters, Agile Coaches, and Kanban champions aiming for systemic improvements
- Operations and Process Managers focused on fine-tuning workflow efficiency
- Product Owners and Business Analysts keen on aligning Kanban systems with evolving product goals
- Organizational leaders driving Lean and Agile transformations at scale

TRAINING GOAL

To equip participants with advanced tools, techniques, and insights for the continuous improvement of their Kanban systems, ensuring alignment with evolving challenges and objectives.

WHAT WILL YOU LEARN (KNOWLEDGE)

- Key Kanban metrics and their significance in driving improvements
- Techniques for identifying bottlenecks, inefficiencies, and opportunities in current systems
- Strategies for enhancing feedback loops and making data-driven decisions
- The role of Kanban in organizational change management
- Approaches to scaling and interconnecting multiple Kanban systems for larger value streams

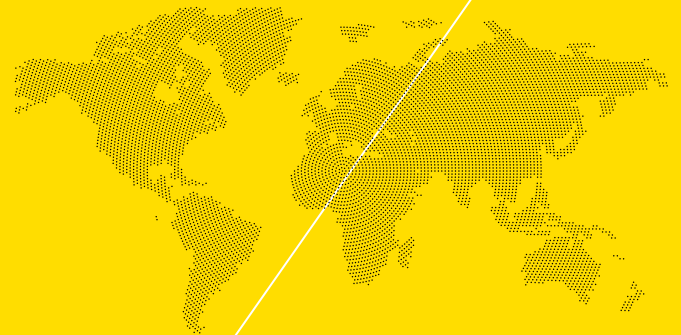
WHAT WILL YOU BE ABLE TO DO WHEN WE ARE FINISHED (SKILLS)

- Analyze and interpret Kanban metrics to pinpoint improvement areas
- Facilitate improvement discussions, leveraging data and team insights
- Implement targeted changes to the Kanban system and evaluate their impact
- Drive organizational change initiatives using Kanban as a transformation tool
- Seamlessly integrate and align multiple Kanban systems across departments or teams

INTERNATIONAL COACHING AND MANAGEMENT CONSULTING COMPANY TRANSFORMING ORGANIZATIONS INTO RESILIENT AND AGILE BUSINESSES

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Corporate Trainings

with an overall rating of 9.3

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