

**Agile/Scrum for Learning and Development Teams**

**Course Number:** AGL-178  
**Duration:** 2 days

**Overview**

An ongoing concern of Learning and Development (L&D) managers is how to deliver better and faster training results that increase the effectiveness of individuals and business units within the larger enterprise. Can your L&D or HR team design and implement your learning plan at the accelerated speed of modern business?

This Agile/Scrum for Learning and Development Teams training teaches attendees how to achieve these results by adopting the Agile Mindset and emphasizes the roles, events, and artifacts created in Agile and Scrum. Scrum ceremonies are explained and students gain an understanding of why transparency, inspection, and adaptation are key parts of Scrum. Common planning and estimating techniques are discussed and applied. Participants execute a Learning and Development case study during a Sprint, and teams learn how to adapt their processes to an Agile/Scrum Framework.

**Prerequisites**

No prior experience is presumed. This Agile course is for learning executives, HR department, tech leaders, product owners, scrum masters, dev team members, e-learning teams, blended learning teams, and instructional courseware design teams.

**Materials**

All Agile/Scrum for Learning and Development training students receive comprehensive courseware.

**Software Needed on Each Student PC**

For in-person deliveries, attendees do not need computers for this course. We will provide full classroom setup instructions that will include seating in small groups, with supplies such as flipcharts, sticky notes, markers, and pens for the attendees and a projector and Internet connection for the instructor's laptop.

Online deliveries for this interactive training will use an online meeting platform (such as Zoom, WebEx, GoTo, or Teams) to have face-to-face contact online, including use of breakout rooms for group activities.

**Objectives**

All students will:

* Learn how to engage L&D teams in Strategy & Release Planning so that these teams’ goals align with the vision and strategy of the organization
* Understand the Agile Mindset and why it is important for the learner, the business unit, and the organization
* Understand how to apply the 12 Agile Principles for a Learning and Development Product
* Utilize your product during the workshop exercises for quick applicability and to uncover common cultural issues and organizational issues within your department or enterprise
* Learn what it takes to be an L&D Scrum team and understand what other agile leaders responsible for agile transformation wish they had done differently
* Experience a Sprint and perform all events to inspect and adapt, thus solidifying the learners’ understanding of what it takes to really be Agile
* Understand each role of the Product Owner and Scrum Master, including how to work collaboratively as a member of the Dev Team
* Define the Product Backlog and understand User Stories
* Understand the Scrum Framework and how to implement your L&D projects in shorter iterations by focusing on the work needed “just in time”
* Describe how implementing the Scrum Framework allows L&D teams to deliver more specific content to employees/departments in faster increments

**Outline**

* Overview of Agile
  + Understanding the framework
  + 12 principles of Agile
  + Framework Defined
  + Agile Common Themes
  + Benefits of Agile
  + Understand why the Agile Mindset is important for
    - Learners
    - Business Units
    - Organization and Culture
* Scrum Defined
  + Definition of Scrum
  + Uses of Scrum in L&D environment
    - Understand being part of Strategy and Release Planning can increase delivery of roadmaps for skill gap assessment and just in time training.
    - Apply the Agile Mindset to help drive organizational change throughout all Learning and Development initiatives.
  + Scrum Theory
  + Scrum Values
  + Scrum Team (Roles)
    - Product Owner
    - Scrum Master
    - Development Team
  + Scrum Events
    - Review L&D Case Study: Business Unit requests skills development
    - Sprint Planning
    - Daily Scrum
    - Development Work
    - Sprint Review
    - Sprint Retrospective
  + Scrum Artifacts
    - Product Backlog
    - Sprint Backlog
    - Increment
  + Artifact Transparency
* Planning and Estimating
  + Planning techniques
  + Estimating techniques
  + User Stories
* Sprint Execution
  + Sprint Planning
  + Daily Scrum
  + Sprint Review
  + Sprint Retrospective
* Course Review and Retrospective
  + What will happen if we do not become Agile?
  + Do we need more refinement of Writing User Stories?
* Conclusion