Agile Project Management and Adaptive Leadership Training Course



14 - 18 Dec 2026

Cape town

4600 € (Per Person)

Ref: #PMP7567_269304

Course Introduction / Overview:

In today's volatile, uncertain, complex, and ambiguous (VUCA) business environment, traditional project management and leadership models are often insufficient. This course addresses this gap by uniquely integrating the structured, iterative frameworks of Agile project management with the dynamic, people-focused principles of adaptive leadership. Participants will move beyond simply managing tasks and timelines to leading teams through complex challenges and fostering true organizational agility. We will explore the foundational concepts laid out by pioneers like Jim Highsmith in his seminal work, "Agile Project Management: Creating Innovative Products," to understand how to deliver value incrementally and respond to change effectively. Simultaneously, we will delve into the core tenets of adaptive leadership, a framework for mobilizing people to tackle tough problems and thrive. This comprehensive program offered by BIG BEN Training Center is designed not just to teach methodologies but to cultivate a mindset of continuous improvement, psychological safety, and strategic adaptability, empowering leaders to build resilient, high-performing teams capable of navigating any disruption.

Target Audience / This training course is suitable for:

- Project Managers and Program Managers.
- Scrum Masters and Agile Coaches.
- Product Owners and Product Managers.
- Team Leaders and Department Heads.
- IT Managers and Development Leads.
- Business Analysts and System Analysts.
- Executives and Senior Leaders involved in strategic transformation.
- Anyone aspiring to a leadership role in an agile environment.

Target Sectors and Industries:

- Information Technology and Software Development.
- Banking, Finance, and Insurance Services.
- Telecommunications and Media.
- Healthcare and Pharmaceutical.
- Consulting and Professional Services.
- Retail and E-commerce.
- Manufacturing and Engineering.
- Governmental agencies and public sector organizations.

Target Organizations Departments:

- Project Management Office (PMO).
- Information Technology (IT) and Software Engineering.
- Research and Development (R&D).
- Product Development and Management.
- Operations and Business Process Management.
- Marketing and Sales.
- Human Resources and Organizational Development.
- Strategic Planning and Corporate Governance.

Course Offerings:

By the end of this course, the participants will have able to:

- Master the core principles and values of the Agile Manifesto.
- Implement key Agile frameworks such as Scrum and Kanban effectively.
- Apply adaptive leadership techniques to diagnose complex organizational challenges.
- Facilitate key Agile ceremonies, including sprint planning, daily stand-ups, and retrospectives.
- Develop skills in servant leadership to empower and motivate agile teams.
- Manage stakeholder expectations and foster a collaborative environment.
- Utilize Agile metrics to track progress and drive continuous improvement.
- Lead organizational change and cultivate a culture of business agility.
- Navigate resistance to change and mobilize teams toward a common purpose.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, experiential, and directly applicable to the participant's work environment. This course moves beyond traditional lecture-based learning by immersing participants in a dynamic blend of practical exercises, real-world case study analysis, and collaborative group workshops. We emphasize a "learning by doing" approach, where participants will engage in simulations of Agile ceremonies, practice adaptive leadership interventions, and tackle complex problem-solving scenarios in teams. Facilitated discussions and peer-to-peer feedback are integral components, allowing for the exchange of diverse perspectives and shared experiences. Our expert instructors act as coaches and mentors, guiding participants through the material and helping them connect theoretical concepts to their unique professional challenges. The program is structured to ensure that participants not only grasp the "what" and "why" of Agile and adaptive leadership but also master the "how," leaving them confident and equipped to implement these powerful strategies within their organizations immediately.

Course Agenda (Course Units):

Unit One: Foundations of Agile and Adaptive Leadership

- The Agile Manifesto: Values and Principles.
- Contrasting Agile with Traditional Project Management Models.
- Introduction to Adaptive Leadership: Technical vs. Adaptive Challenges.
- The Role of the Leader in Creating an Agile Mindset.
- Understanding the Scrum Framework and its Core Components.
- Introduction to Kanban for Visualizing Workflow.
- Diagnosing the System: Identifying Key Challenges and Stakeholders.

Unit Two: Mastering Agile Frameworks and Practices

- Scrum Roles: Product Owner, Scrum Master, and Development Team.
- The Five Scrum Events in Detail.
- Creating and Managing the Product Backlog and Sprint Backlog.
- The Art of Crafting Effective User Stories and Acceptance Criteria.
- Kanban Principles: Limiting Work in Progress (WIP) and Managing Flow.
- Agile Estimation Techniques: Story Points and Planning Poker.
- Conducting Effective Daily Stand-ups for Team Synchronization.

Unit Three: The Practice of Adaptive Leadership

- The Leader's Role: Getting on the Balcony to Observe Patterns.
- Identifying and Mobilizing Factions and Stakeholders.
- Orchestrating Conflict and Managing Discomfort.
- The Concept of Holding Environments for Problem-Solving.
- Giving the Work Back to the People.
- Practicing Servant Leadership to Empower Agile Teams.
- Developing Emotional Intelligence for Effective Leadership.

Unit Four: Driving Value and Quality in Agile Projects

- Agile Metrics: Velocity, Cycle Time, and Lead Time.
- Using Burndown and Burnup Charts to Track Progress.
- Techniques for Continuous Integration and Continuous Delivery (CI/CD).
- The Importance of Technical Excellence and Good Design.
- Facilitating Powerful Sprint Reviews and Stakeholder Feedback Sessions.
- Introduction to Scaling Agile Frameworks (e.g., SAFe, LeSS).
- Agile Risk Management and Mitigation Strategies.

Unit Five: Leading Transformation and Continuous Improvement

- Cultivating a Culture of Psychological Safety and Experimentation.
- Facilitating Advanced Retrospectives for Deep Team Learning.
- Managing Organizational Change and Overcoming Resistance.
- Stakeholder Engagement and Communication Strategies.
- Developing an Agile Transformation Roadmap.
- The Leader as an Agent of Continuous Improvement.
- Personal Action Planning for Applying Course Concepts.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

How can leaders effectively balance the Agile principle of "responding to change over following a plan" with the organizational need for long-term strategic alignment and predictability?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by holistically integrating two powerful, yet often separate, disciplines: Agile project management and adaptive leadership. While many programs focus solely on the mechanics of Agile frameworks like Scrum or Kanban, this training course posits that methodology alone is insufficient for navigating today's complex business landscape. We address the critical human element of change by embedding the principles of adaptive leadership throughout the curriculum. Participants learn not only how to manage a backlog or run a sprint but also how to diagnose deep-seated organizational challenges, mobilize teams through uncertainty, and manage the inevitable resistance that accompanies meaningful transformation. The curriculum is designed to build leaders, not just process managers. It moves beyond tools and techniques to cultivate a leadership mindset rooted in empowerment, experimentation, and resilience. By blending the structured efficiency of Agile with the profound, people-centric approach of adaptive leadership, this course provides a uniquely comprehensive and practical toolkit for driving sustainable innovation and achieving true business agility.