Scrum Mastery Pathway™

Delivered by

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Helping individuals, teams and organisations solve complex problems simply

Licensed by

AMI | Agile Mastery Institute

Classroom | Coaching | Community

The Pathway Mission

The pathway mission is twofold:-

- to increase the industry's respect, value of, and faith in agile certifications; and,

- for the people with those certifications to feel capable, confident and to have a real impact in their role.

We will achieve this by raising the bar and establishing holistic, multi-modal, long-term support as the norm.

Ultimately when people hear 'agile certification' we want them to think of meaningful long-term training and development rather than two-day classes.

Our Manifesto

We are uncovering better ways of developing Agile Professionals.
Through this work we have come to value:-

Experienced Guides over professional trainers
A continuous learning pathway over a one-off course
Group exploration over individual reflection
Guided navigation over a solo journey

We value the items on the right, but value the items on the left **MORE**

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Multi-Modal Learning

Live synchronous training covering every aspect of the role (Explorer)

6 months or more of coaching covering real-life challenges (Navigator)

In-depth live training to expand the skills of the role (Adventurer)

Asynchronous support including books, videos, and smartphone app

Community forum with dedicated private space

Certified credentials along the journey

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A Deeper Learning Experience

	CSM	A-CSM	CSP-SM	Scrum Mastery Pathway
Introduction to Scrum events and accountabilities	✓	✓		
History of Scrum, Agile & Lean Manufacturing	✓	✓		
Agile Software Development Practices		✓		
Product Backlog Refinement		✓		✓
Scrum Master Skillset		✓		✓
Growing a Feedback Culture		✓		✓
Coaching Teams Towards Self-Management		✓		✓
Team Facilitation Skills		✓		✓
Contextually-Appropriate Coaching Stances		✓		✓
Adopting Agile Outside of a Single Team		✓		✓
Coaching the Product Owner		✓	✓	✓
Influencing Organisational Change			✓	✓
Enhancing Inter and Intra Team Communication			✓	✓
Enhancing Effectiveness of Agile Team Ceremonies			✓	✓
Creating and Evolving a Cross-Functional and Self-Managing Team			✓	✓
Conflict Navigation Skills			✓	✓
Impediment Removal Effectiveness			✓	✓
Establishing Resilience and Self-Care				✓
Lifetime Access to Video Modules of the Training				✓
Student-Led Learning and Reflection in Navigator Sessions				✓

A good Scrum Master takes a 2-day certified class

A **great** Scrum Master takes the Scrum Mastery Pathway™

The Scrum Mastery Pathway™ delivers more learning that the combine optional elements of the Path to CSP from the Scrum Alliance as show in the table (left).

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The Pathway Approach

2-day Explorer Workshop

In the first workshop you will meet your fellow learning cohort and '**explore**' every aspect of what it takes to be a great Scrum Master, working through every aspect of Geoff Watts RE-TRAINED model.

- Respected
- Enabling
- Tactful
- Resourceful
- Alternative
- Inspiring
- Nurturing
- Empathic
- Disruptive

Navigator Sessions

After the first workshop you will return to your team(s) and begin to apply what you have learned, however, you will not be alone. You will support and be supported by your learning cohort.

Through fifteen hours of group supervision sessions, and your own unique commitments to one another, you will '**navigate**' the specific challenges you face day to day.

2-day Adventurer Workshop

After six months of hands-on practice and group supervision you will return for another two-day workshop where you will be provided with more in-depth theory and guided practice to prepare you for your future '**adventures**' as a great Scrum Master.

- Build a psychologically-safe culture
- Serve yourself so you can serve others
- Master the power of silence
- Tackle your cognitive biases
- Keep a sense of togetherness even when apart
- Grow a more ORGANIC culture within your organisation
- Coach for change

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Scrum Mastery Skills

Respected
A reputation for integrity across the organisation

Enabling
Is passionate about helping others be effective

Tactful
Is diplomacy personified

Resourceful
Is creative in removing impediments to productivity

Alternative
Is prepared to promote a counter-culture

Inspiring
Generates enthusiasm and energy in others

Nurturing
Enjoys helping both individuals and teams develop and grow

Empathic
Is sensitive to those around them

Disruptive
Breaks the old status quo to help create a new way of working

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Explorer Learning Objectives

Respected

Outline three key points of Servant-Leadership
Understand the importance of respect for a great Scrum Master
Increase the respect others have for them

Empathic

Explain empathy and why it is important for a Scrum Master
Describe at least one model of listening levels
Apply at least two different listening techniques

Tactful

Call out undesirable behaviour when needed with diplomacy
Explain how impostor syndrome and people pleasing can affect our ability to say what needs to be said
Understand the concept of continuous positive regard

Resourceful and Alternative

Describe the nature of complex systems and the benefits of routine and regularity
Understand that humans naturally make many assumptions without realising
Describe three, and practice two alternatives to open discussion to enhance perspective gathering, mitigating bias and increasing engagement

Inspiring

Discuss the impact of positive and pessimistic behaviour of others
Examine the importance of resilience to a Scrum Master, a team and an organisation

Nurturing

Understand the natural tension of individual ambition and team commitment
Understand the SQUAD model of team maturity
Analyse what drives you and begin to act more in line with your values

Enabling

Explain why a Scrum Master should aim to become less necessary
Analyse the tension between helping others and rescuing them
Ask powerful questions to help others explore beyond their current thinking

Disruptive

Appreciate systemic consequences of their actions within the organisation
Explain at least three different ways that people can be influenced to change
Increase levels of psychological safety to make difficult or scary courses of action easier to take

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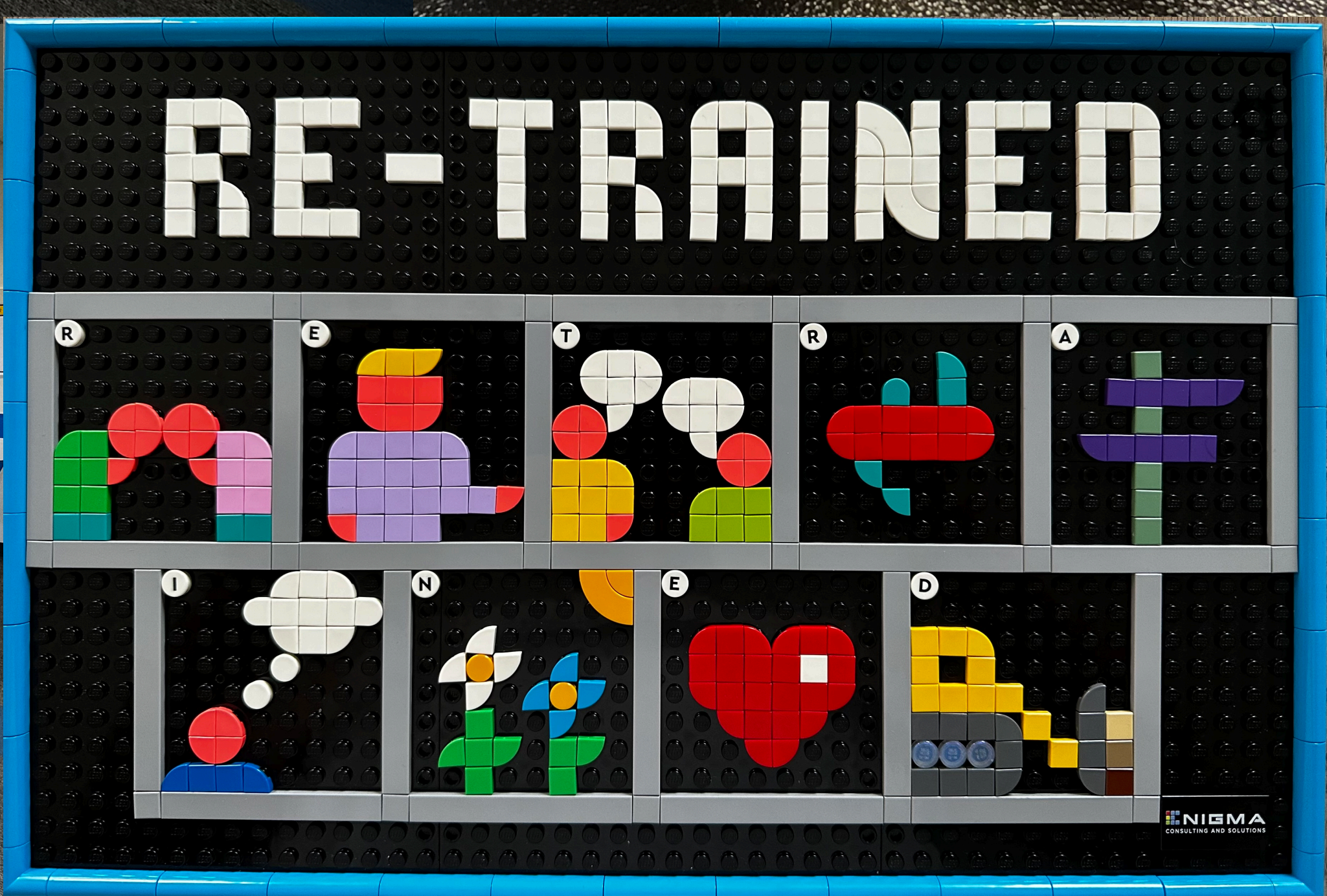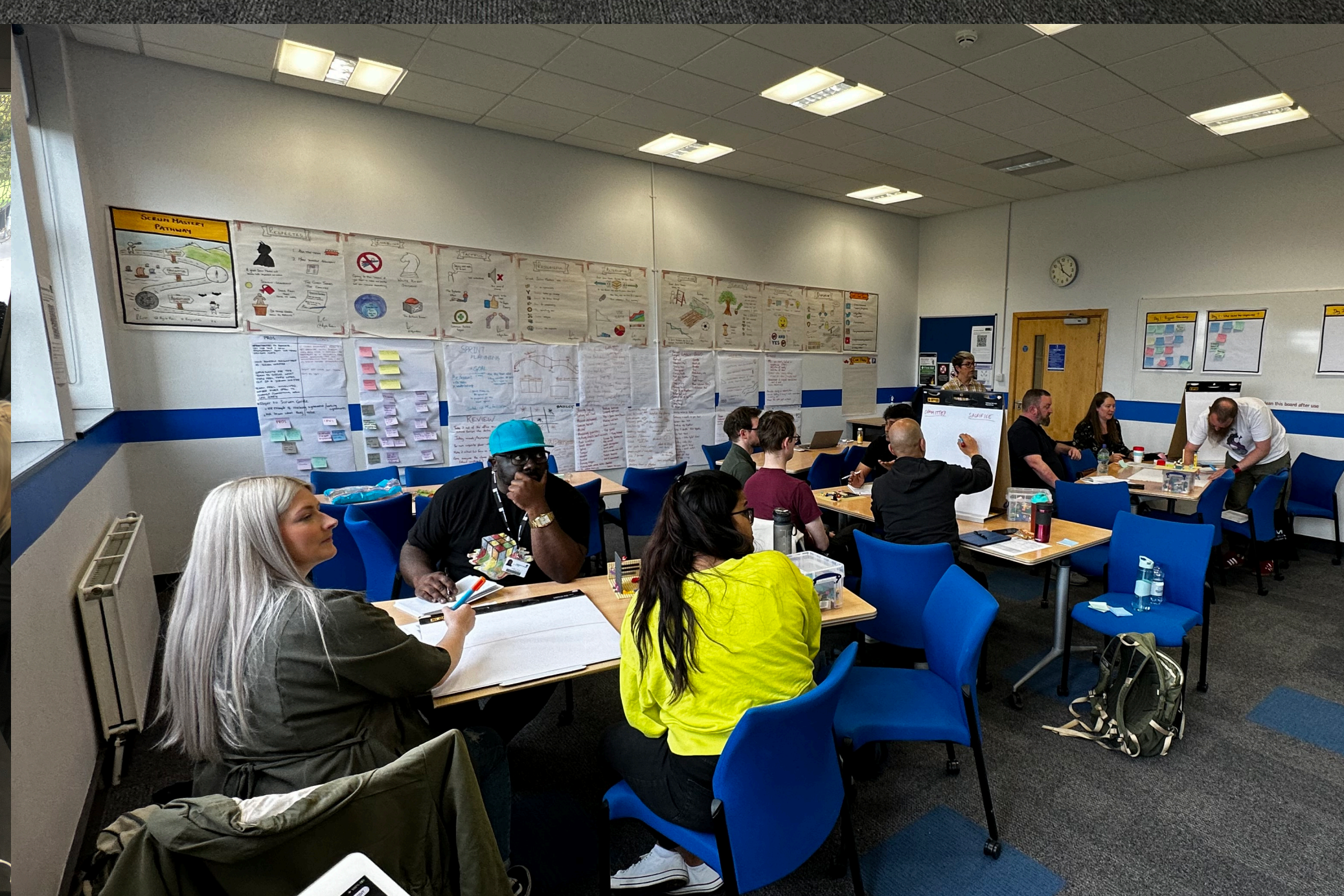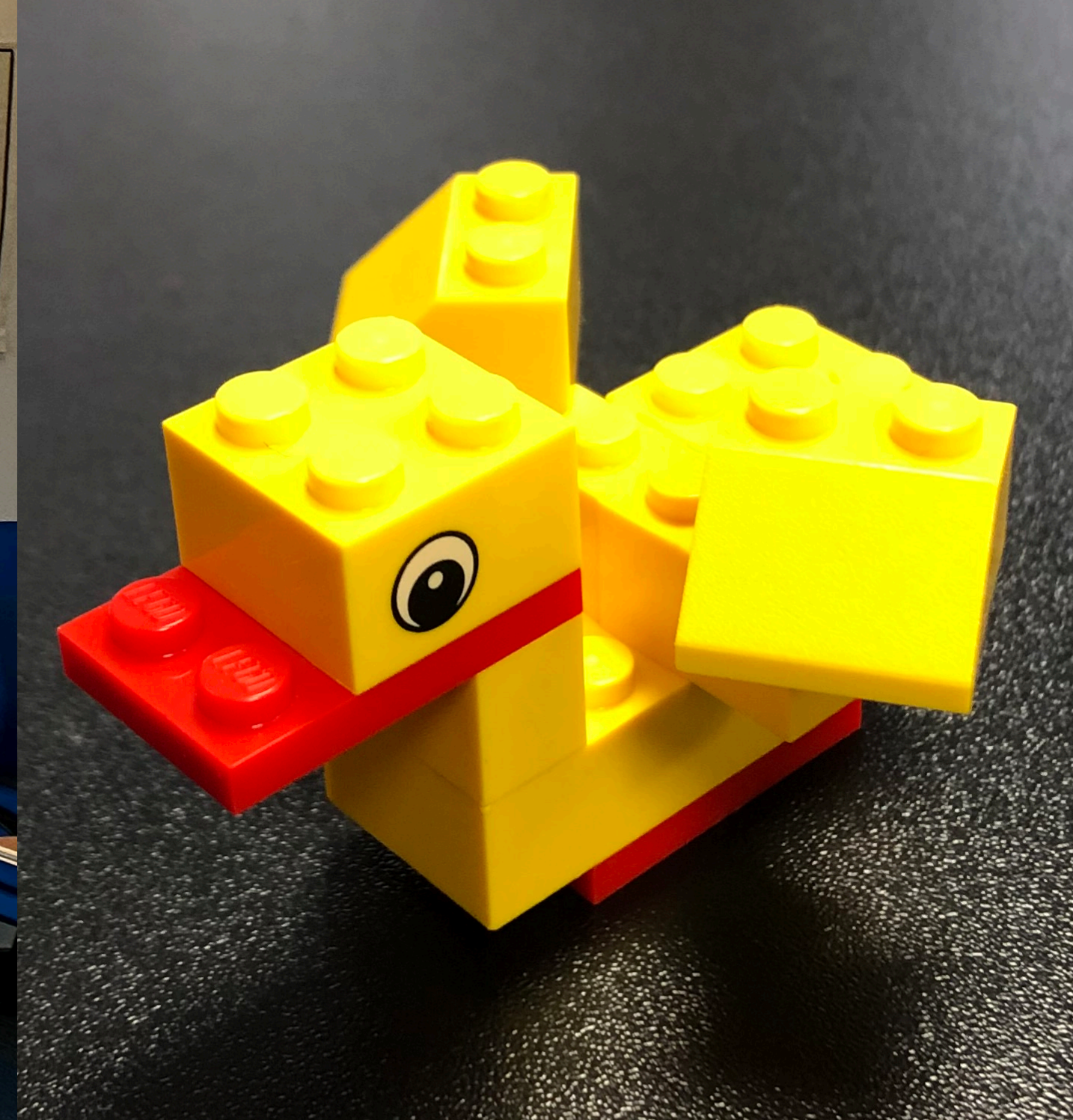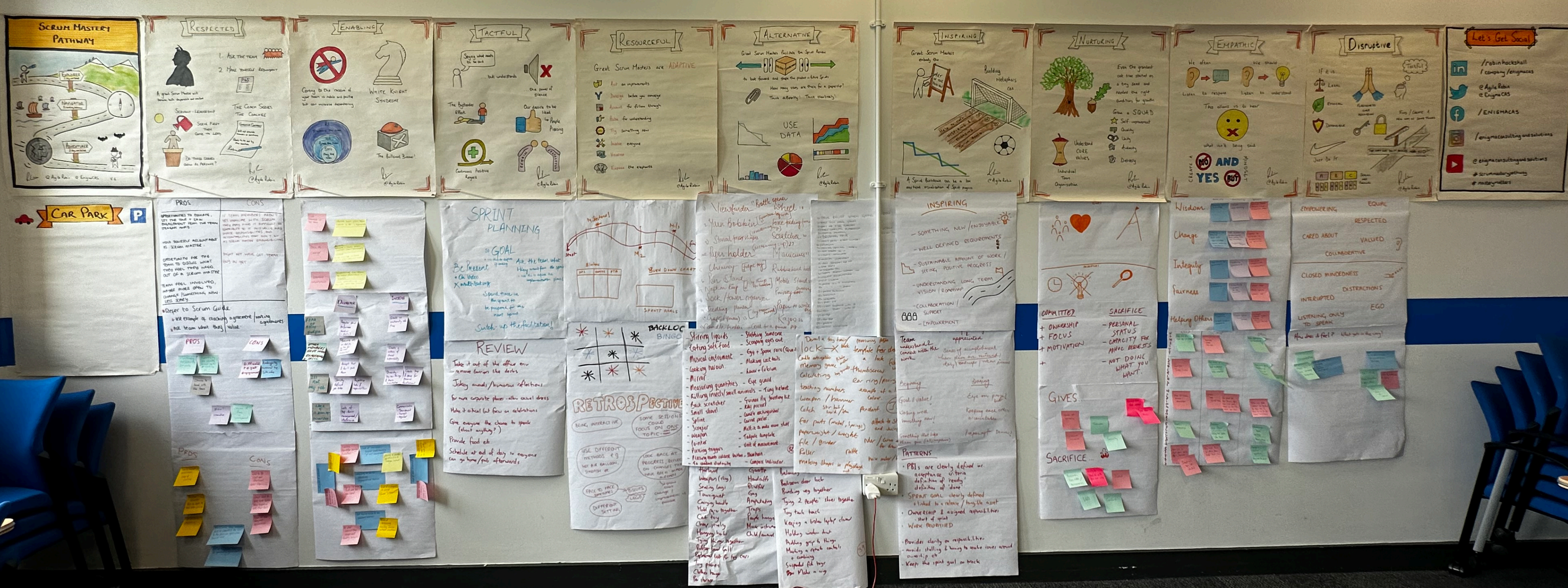
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Adventurer Learning Objectives

Respected

Understand the process of receiving feedback
Role model the act of giving structured, non-judgmental feedback
Create steps to develop a feedback culture within an organisation

Empathic

Understand the words "influence", "persuasion" and "politics" in the context of the Scrum Master role
Appreciate factors that influence commitment to change
Apply a model or framework to help make personal and organisational change easier and more attractive

Tactful

Understand the power of silence and the importance of letting people find their own answers
Understand what drives people to break the silence Create a plan to help teams build higher quality thinking into their work

Resourceful and Alternative

Describe why it can be challenging (and beneficial) to integrate multiple perspectives.
Analyse how our actions are tied to our perceptions and assumptions
Develop the ability to consciously adopt alternative perspectives

Inspiring

Explain intrinsic and extrinsic motivation and how to leverage the former
Understand the value of simple, visual progress indicators
Understand the potential value of metaphor

Nurturing

Understand two models of conflict management
Facilitate healthy conflict within a team
Apply at least three techniques for addressing team dysfunctions

Enabling

Develop professional coaching skills to support self-directed growth
Understand the signs of burnout and its impacts
Evaluate the usefulness of coaching supervision for Scrum Masters

Disruptive

Appraise situations when different leadership styles might be adopted
Understand scaling is not necessarily something to aim for
Evaluate the tension between breaking the status quo and pushing too hard too fast

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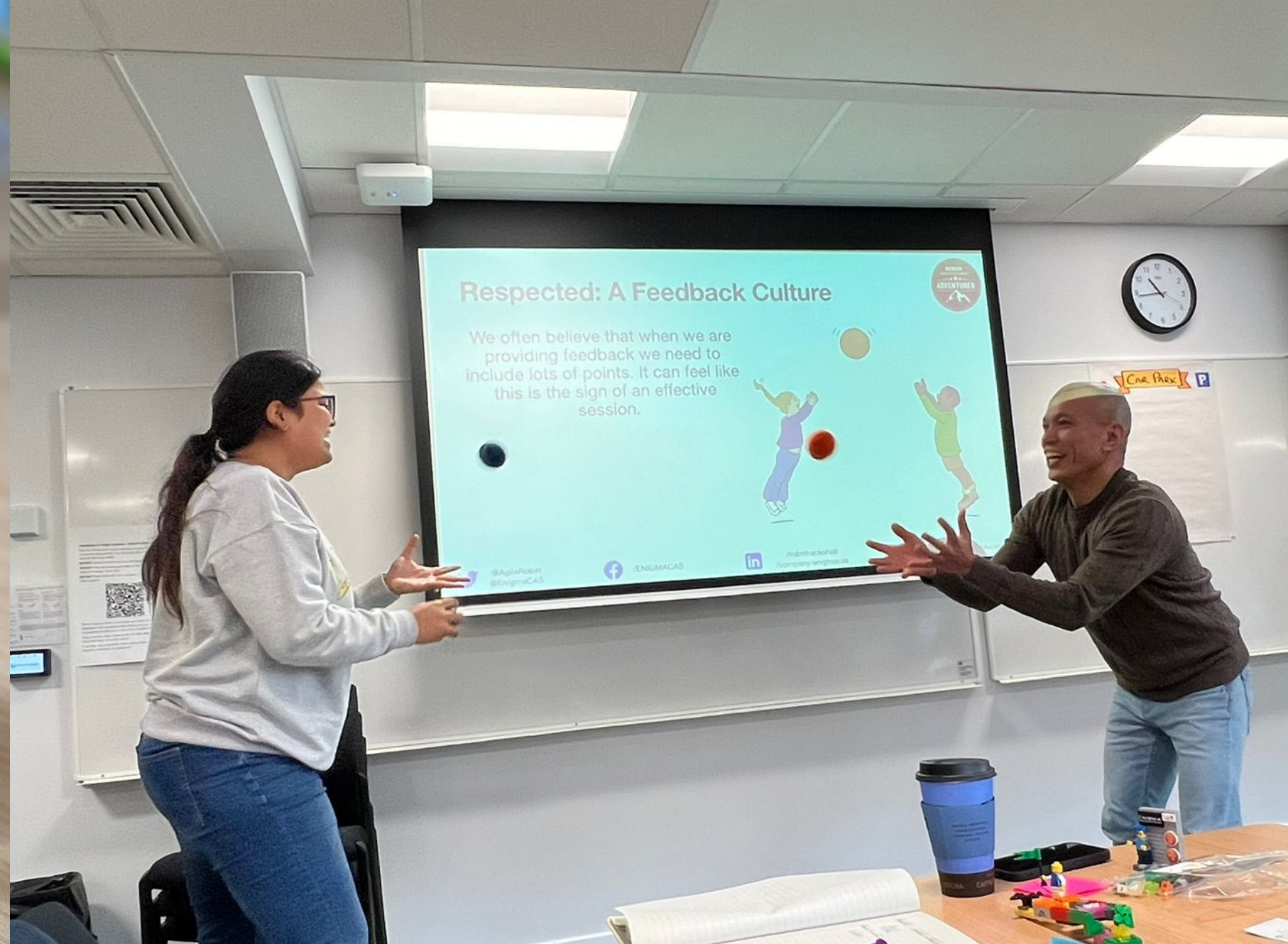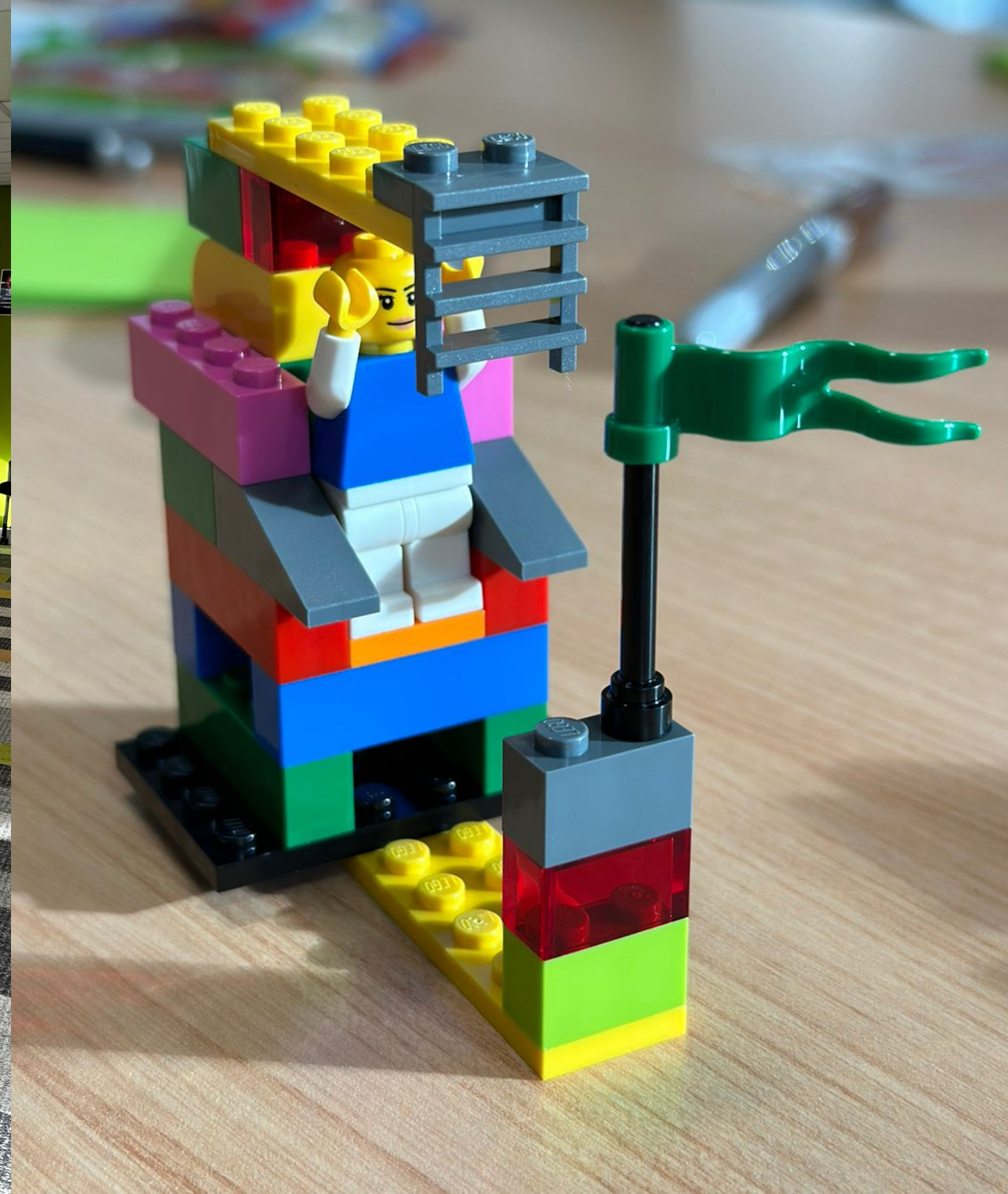
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Beyond the Pathway

After leaving the pathway, not only will you have developed great behaviours and a supportive network of Scrum Masters, you will also receive:-

- A unique model to display your certifications

- A copy of Geoff Watts book Scrum Mastery (2nd edition)

- Values and Persuasion Pack decks of cards

- Lifetime access to the learning cohort platform

- A digital bundle of cards on the Agile Coaching Cards smartphone app

- Lifetime access to the eCourse of pre-recorded Scrum Mastery videos from Geoff allowing you to revisit any aspect of your training at any time…forever!

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Testimonials

"The Explorer workshop was an engaging training course, with open discussions, exercises and self-reflection time. I have come away wanting to adapt and incorporate some of these into my ways of working with my Scrum Team.

It was much better than typical classroom training."

Sara P.

"The opportunity to engage in ten further fortnightly follow-up [Navigator] sessions with our cohort provided a valuable forum to discuss the real-life experiences and challenges of fulfilling the Scum Master role, far beyond what can be covered in a few days of intensive training. I welcomed the advice and guidance of our facilitator and guide Robin, and the willingness of the group to dig-into their Sprint-to-Sprint experiences."

Stuart S.

"A great 2-day [Adventurer] workshop to hone the knowledge accumulated throughout the Scrum Mastery Pathway and start relating each part of the RE-TRAINED model to further enhance understanding and create an ongoing journey for further continuous improvement."

Fred S.

"I've thoroughly enjoyed my time on the Scrum Mastery Pathway course!

True leadership is an endlessly vast topic with so many techniques, models, paradigms, stances, approaches etc, none of which you will find described in any agile framework.

The SMP stood out for me from other agile courses because it offers a curated package of practical solutions for challenging real world problems. The training programme embraces the idea that agility can be a useful tool in the right circumstances, but genuine leadership is timeless regardless of what delivery approach you choose."

Lukasz M.

Individual and cohort video testimonials available via https://www.youtube.com/@enigmaconsultingandsolutions

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Contact Us

You can find out more about the Scrum Mastery Pathway™ and book you place in an upcoming public cohort at **www.enigmacas.com**.

Alternatively, you can e-mail **info@enigmacas.com** to make an enquiry about this and other pathways, and find out more about multi-ticket discounts or private in-house courses.

Don't forget to follow our social media channels for Agile and Scrum related content and the latest information on our upcoming courses.

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