



Agile Transformation Through Immersive Training for an Engineering & Manufacturing firm

Challenge

Our client was transitioning to Agile methodologies but faced challenges with team alignment and effective application of Agile practices. Team members across various roles (developers, testers, BAs, DBAs, business users, Scrum Masters, and Product Owners) lacked a common understanding of Agile principles and lacked practical experience in implementing Agile methodologies. This resulted in communication gaps, inefficient workflows, and hindered project delivery.

Solution

Accelebrate delivered a customized comprehensive Agile Bootcamp designed for cross-functional teams. This immersive training program provided a solid foundation in Agile principles, explored various frameworks (Lean, Scrum, Kanban), and emphasized practical application through interactive exercises and real-world project simulations.

Our Agile expert and trainer listened to the client's unique challenges and helped them implement a customized scaled Agile approach integrating [Scrum@Scale](#) and [SAFe](#).



“ [Instructor’s] knowledge about subject matter was excellent and he made things easy to understand. He was also to interact with class with good questions and discussion. ”

- J.M.

The Bootcamp was broken into three sections that were all fully customized:

- ✓ Agile Leadership Training (1-day)
- ✓ Executive Strategy Session (half-day)
- ✓ Role-Based Training (1-day x 3 sessions by role)
 - » Understanding Role-Specific Responsibilities
 - » Effective Communication and Collaboration
 - » Tools and Techniques for Agile Roles
 - » Managing Agile Ceremonies
 - » Role-Specific Challenges and Solutions
- ✓ Team Bootcamp (3-days)

Key Training Elements:

- ✓ **Hands-on Learning:** The program incorporated a 40/60 split between theory and practical exercises, utilizing tools like simulations, games, and team collaboration to solidify understanding.
- ✓ **Role-Specific Skill Development:** All team members, including Scrum Masters and Product Owners, participated, ensuring everyone understood their specific Agile responsibilities.
- ✓ **Artifact Creation:** Each team collaboratively created essential Agile artifacts like Product Backlog, Sprint Backlog (EPICS and User Stories), Definition of Done, and team working agreements, fostering collaboration and ownership.
- ✓ **Bridging the Gap:** The training addressed the transition from traditional project management to Agile, equipping teams to seamlessly integrate Agile practices.
- ✓ **Shortening the Learning Curve:** On the first day after the training concluded, the teams were able to hit the ground running and put their new skills into practice.

Outcomes

- ✓ **Enhanced Team Alignment:** Shared understanding of Agile principles and practices among all team members fostered better communication and collaboration.
 - » Created Alignment between stakeholders and teams with the goal of creating feedback loops and shorter inspect and adapt cycles so teams could adapt to customer input.
- ✓ **Improved Workflow Efficiency:** Practical application of Agile ceremonies like daily standups and retrospectives optimized workflows and facilitated problem-solving.
- ✓ **Predictable Project Delivery:** By equipping teams with the skills to manage projects using Agile methods, the client experienced improved project delivery and overall team performance.
- ✓ **High Marks for Effectiveness:** The training received a **9.4 out of 10** rating from participants.

This bootcamp was so popular with the organization's employees that we delivered it six more times for different teams. After each delivery, we worked with the client to further customize the bootcamp content to address the specific needs and challenges of each group. This ongoing collaboration ensured that all teams received targeted training that maximized the impact of Agile adoption within the organization.



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9.4 out of 10 rating

from participants.

“

“[Trainer] was a fantastic instructor of the Agile Product Development process. He is very knowledgeable on the subject and lets his class practice what he is teaching with real life examples.”

”
- J.W.

Schedule

 Leadership Strategy Session (half-day)	 Executive Strategy Session (half-day)	 Role-Based Training (full days, multiple sessions)
<ul style="list-style-type: none"> ✓ Strategic Goals ✓ Review the role of an Agile Leader ✓ Establish Executive Action Team ✓ Establish the Agile Practice (the group responsible for the Agile transformation and playbook) ✓ Cadence Roadmap ✓ Metric of Success 	<ul style="list-style-type: none"> ✓ Strategic Alignment and Vision ✓ Leadership Roles and Responsibilities ✓ Change Management and Cultural Shifts ✓ Metrics and Key Performance Indicators (KPIs) ✓ Sustaining and Scaling Agile Practices 	<ul style="list-style-type: none"> ✓ Leadership (1 day) ✓ Scrum Master (1 day) ✓ Product Owner (1 day)

Team Bootcamp (day 1)	Team Bootcamp (day 2)	Team Bootcamp (Day 3)
<p>Agile Overview</p> <p>Agile Frameworks</p> <p>The Agile Team</p> <p>Agile Product Backlogs</p> <p>Understanding Lean Fundamentals</p>	<p>Creating EPICS</p> <p>Effective User Stories</p> <p>Acceptance Criteria</p> <p>Estimating</p>	<p>Backlog Prioritization</p> <p>Building a Product Increment Plan</p> <p>Backlog Refinement</p> <p>Iteration Planning</p> <p>Execution</p> <p>Iteration Demos & Retrospectives</p>

Building on this Success:

In addition to this customized Agile Bootcamp, Accelebrate also delivered tailored versions of our following courses to further empower this client's Agile transformation:

- ✓ [Agile Leadership and Advanced Facilitation](#): This program equipped leaders with the skills to coach and guide Agile teams, fostering a culture of continuous improvement.
- ✓ [Agile Product Owner](#): This course honed the product owner's ability to manage the product backlog, prioritize features, and ensure product alignment with business goals.
- ✓ [Scrum Master Essentials](#): This training focused on the Scrum Master's role in facilitating ceremonies, removing roadblocks, and ensuring smooth team collaboration within the Agile framework.

More Than Just a Bootcamp

- ✓ We helped our client through their entire Agile journey and stayed with them after the bootcamp concluded to ensure their success.
- ✓ In addition to the bootcamp, we provided Agile and Leadership coaching for one 90-minute session each month for a full year. During this time, students could bring their questions to their instructor, who advised them on best practices and answered their questions. These sessions also covered new topics of interest, including Product Thinking, Design Thinking, UI/UX Design, and Lean Startup.
- ✓ As part of the package, we set up Jira and configured it for a group of leaders called "The Agile Practice." We then helped them establish standards, best practices, and an Agile playbook for their organization.

i For all training and bootcamps, we offer a flexible schedule.

We recognize the importance of minimizing disruption to daily work, our programs can run on non-consecutive days or split into half-day. This flexible schedule allows attendees to participate actively while managing their ongoing work responsibilities.

View our [Agile Training](#) offerings as starting point. [Contact us](#) and let us help you reach your Agile goals with Agile bootcamp tailored to your organization's needs.



“Accelebrate's Agile & Facilitation training has helped my team grow together and become more productive without burning out in the process.”

- A.B.



About Axcel Instructor-Led Training

Axcel Instructor-Led Training offers everything your organization needs to upskill, reskill and meet your employees' growing demands for professional development. We go beyond standard training; we service the entire lifecycle of technical learning by uniting the expertise of three highly respected training brands:



Accelebrate offers customized learning programs that precisely match your organization's strategic goals. Starting with a skills gap analysis, we deliver private training — in person or online — that helps your people achieve your learning goals in the most time- and cost-efficient way.



ExitCertified builds your people's skills with authorized training from all leading technology vendors. By combining official courseware and open-source technology, we provide up-to-the-minute training and industry-recognized certifications.



Web Age Solutions creates and manages bespoke private training for technical professionals. Each upskilling solution is unique and tailored to the client's specific needs and goals.

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