

Deliver AMazing with Agile Meridian



Agile Meridian was founded in 2019 by Kumar Dattatreyan and Jolly Rajan. By that time, they had been part of many Lean/Agile transformations and aimed to bring together the best elements of what helped their clients go through meaningful, measurable, and sustainable change. When Mike Jebber and Chris Daily joined later, we dug deeper to identify what drives us - the WHY behind Agile Meridian.

We are all inspired by companies or individuals. For many in the Agile community, that company is Toyota. The Toyota Production System has helped them compete with, and in many cases beat, American and European manufacturers. They have been refining that system for 60+ years. All across the world, Toyota manufacturing plants have been making 1000s of big and small improvements in a year. They do not achieve that because their Managers tell their employees what to do. They do that because everyone in the organization, from senior leaders to new employees, demonstrate leadership. This is not a surprise because Toyota heavily leverages Lean and Kanban to continually optimize their Production System. And “Encouraging acts of Leadership at all levels” is a fundamental principle of Kanban.

We believe everyone in your organization can be that leader. We also believe that those leaders can Deliver AMazing. And that’s what Agile Meridian can help you do.

What's standing in your way

V Volatility	U Uncertainty	C Complexity	A Ambiguity
The nature and magnitude change has become unpredictable, and its pace continues to accelerate as disruptive technologies reduce the barrier to entry for new competition	There is no handbook for the new situations and decisions being put upon organizations creating less predictability and greater chances for unknowns to affect planned and expected outcomes	Ever-increasing interconnectivity around the globe between people, industries, events, and outcomes is driving increased complexity into our everyday environments	The fuzziness of reality, greater potential for misreads, and the mixed meanings of situations increases the level of ambiguity we all content with on a daily basis

VUCA is always increasing. Leaders (yes, we mean everyone who shows leadership) have to confront this challenge head-on. Then, they can build an Adaptive organization with Vision, Understanding, Clarity and Agility.

How is an Adaptive Organization different

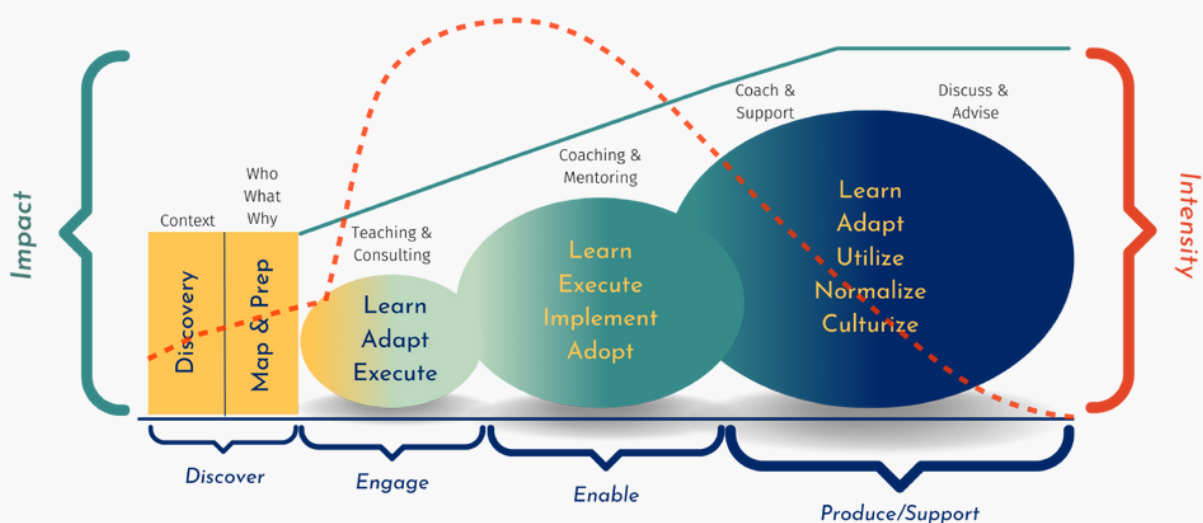
Adaptive Organizations are key to beating the VUCA challenge. Even into the first decade of the 21st century, most companies were focused on mastering a set of basic business skills. Standardization and enforcement of best practices were pretty common across the enterprise. Focus used to be on getting the plan accurate and managing scope, schedule, and quality to meet the plan. This approach made organizations more rigid than flexible. The need for adaptability forced organizations to learn new skills. The adaptive organizations broke down boundaries and found new ways to collaborate. They focused on developing talent with continuous learning relevant to their work context rather than churning through specific skill sets. These organizations are flexible in applying change to drive and accelerate performance.

Agile Meridian sees Lean and Agile methods as key tools for building an Adaptive mindset. Lean techniques allow you to visualize work and eliminate the waste in your process. When applied correctly, these techniques will improve the flow of work through the system and improve the interaction between humans and the work. Agile methods, on the other hand, are more human-centric. Agile values and principles focus primarily on communication and collaboration with an emphasis on quality, alignment, and consensus, improving the flow of communication across the organization. Agile methods help humans collaborate better with other humans.

What can Agile Meridian do to help you Deliver AMazing?

To help organizations gain the adaptive mindset and capabilities, Agile Meridian developed the DEEP Engagement Model. DEEP leverages our experience with more than 480 teams and 7000 people to bring about contextual changes that will scale and Deliver AMazing along the way.

DEEP ENGAGEMENT MODEL™



DISCOVERY

The Discovery phase is intended to give Agile Meridian sufficient learnings to craft appropriate next steps that are contextually value-add while being considerate in incorporating the strengths and individual cultures of the groups engaged. Agile Meridian starts the engagement with a series of discovery sessions where they establish an understanding of the current state of the organization and the current mindset of the individuals being engaged. We use existing information about the current state and will add additional details where information gaps exist. Discovery can include conversation, group discovery sessions, document and systems reviews, Value Stream mapping workshops, etc.

The Map and Prep phase is intended to craft appropriate next steps which are contextually value-add while being considerate in incorporating the strengths and individual cultures of the groups engaged. This step also works to minimize risk to current commitments and deliverables. Agile Meridian crafts a tactical approach during map and prep, enabling and producing the values, principles, mindsets, techniques, processes/frameworks, and other desired outcomes/OKRs/KPIs clients seek. The approach considers the current state of the organization's fluencies by area, constraints, and more to build a map (plan) for success that is contextually and situationally right-sized. Map and Prep will also present any significant impediment to success discovered during the Discovery and Map and Prep phases for discussion with the engagement sponsors.

ENGAGE

The Engage phase is where teaching and consulting begin following the agreed-upon road map generated during Discovery and Map and Prep. Agile Meridian will map and schedule the workshops, trainings and coaching activities employing a "learn as you do" approach guided by the coaching plan co-created with the organization's leadership. The goal is to balance the system to the organization's capacity to learn and apply new concepts, frameworks, or working models to the ways you work. The Engage period is for deep learning within the organization, using methods and techniques that may or may not be familiar, experimenting with new working patterns, and embedding the knowledge in how teams work in a modern, iterative work environment. This phase may include training, more targeted workshops, and coaching time. Please see the appendix for a selection of our premium training offerings.

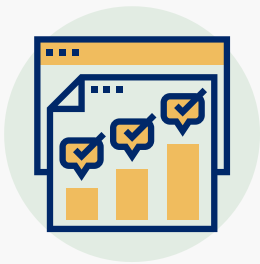
ENABLE

The Enable phase is where teaching and consulting transition into mentoring and coaching. As we transition to this phase, the organization becomes more self-sufficient, applying what they have learned, forming new working models, and generally operating at a higher level of trust and productivity. Agile Meridian's role here is primarily as coaches and mentors, coaching, guiding, and reinforcing new behaviors and ways of working. Engagement intensity decreases as the organization takes ownership of its unique capabilities. This period is also when some groups are ready to be exposed to more advanced techniques and concepts. Most organizations plan and set up the next group of teams/talent during this phase to start their DEEP© journey.

PRODUCE / SUPPORT

The Produce phase is where mentoring and coaching transition to coach, support, mentor, and advice. As the organization reaches a new stage of maturity and is more evidently manifesting new behaviors, patterns, and ways of working, Agile Meridian's level of engagement evolves with advisors and supporters. Engagement intensity continued to decrease as the organization now owns its new capabilities. Emphasis is placed on time with the leaders and change agents in the organization to help guide, advise and coach them to continued success. It is common to continue to set up monthly or quarterly lightweight check-ins or scheduled Q&As sessions to allow teams/talent to ideate around further maturing their approach to meet the new needs of the day.

Deliver **AM**azing always aims for the triple win!



Improving your outcomes

The proof is in the pudding, and the pudding for us is outcome-flavored. See your people and your organization measurably achieve more early, and continue to check boxes off your list of organizational goals and objectives.



Improving your Environment

Seeing achievements is great. Seeing them happen continuously is the goal. Learn what it takes to succeed with adaptive practices and strategies capable of bypassing disruption and unknowns that come at you every year.



Improving Yourself

Your talent is your most significant untapped advantage. Unleash your talent's true capabilities by adding to your core skills and showing you modern ways to achieve sustained success in any dynamic situation.

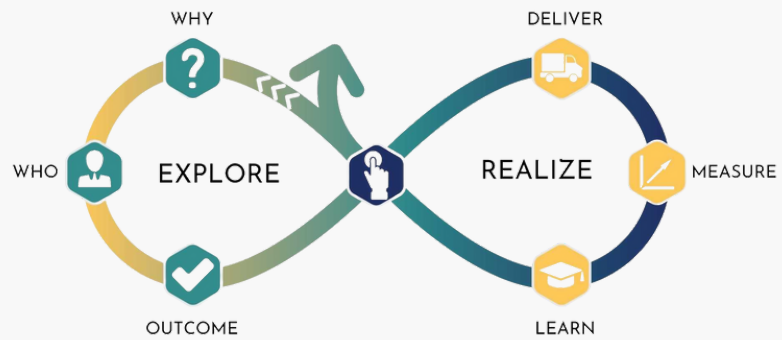
AGILE PRODUCT OWNERS DO MORE THAN THE BACKLOGS & USER STORIES.

LEARN WHAT AGILE PRODUCT OWNERS ARE ALL ABOUT.

AGILE PRODUCT OWNER



Join us as you experience how to effectively plan, prioritize, and manage a product roadmap to deliver business value, understand the role of the Product Owner and the development team within an iterative process, and gain the skills necessary to become an agile leader to drive your organization to the next level.



Learning goals:

After taking this learning experience, attendees will:

- Understand what Product Ownership is
- Be able to describe the levels of Product Ownership
- Be able to articulate the role of a Product Owner
- Understand the product mindset
- Learn how to create a vision to define your why
- Discover ways to understand your customer (who)
- Explore customer journey and uncover opportunities
- Uncover techniques on how to deliver iteratively and validate/ invalidate solution hypothesis
- Articulate techniques on how to measure outcomes and impact
- Experience various tools and techniques on how to derive insights to chart your next move

Topics:

- What is a Product Mindset, and why is it important?
- The Product Journey Loop
- What is your Why?
- Who are you building this for?
- What outcomes are you looking to achieve?
- OKR's
- Options – Story Mapping, Customer Journey Mapping
- Delivery - Prototyping, User Stories, and User Outcomes
- Measure – Did we deliver the outcome?
- Learn – Pivot or Persevere Audience





IT'S TIME TO GET FOCUSED AND START LEADING.

WELCOME TO THE INCREDIBLE WORLD OF:

LEADING WITH AGILITY



ARE YOU A LEADER OR A MANAGER OF A TEAM? MAYBE AN ASPIRING LEADER? OR MAYBE AN EXPERIENCED LEADER LOOKING FOR AN EDGE?

EMBRACE VUCA AND THE POWER OF CHANGE TO HELP LEAD AND NURTURE AMAZING TEAMS CAPABLE OF AMAZING FEATS! IT'S ALL IN YOU! UNLEASH YOUR POTENTIAL THROUGH YOUR LEADERSHIP AGILITY AND PERSONAL GROWTH!

LEADING WITH AGILITY IS THE CUTTING-EDGE COURSE FOR ANYONE LEADING AN ORGANIZATION, LEADING A TEAM, OR ASPIRING TO BE A LEADER FOCUSED ON INCREASED EFFICIENCY AND EFFECTIVENESS.

UPON THE COMPLETION OF THE COURSE, IN ADDITION TO RECEIVING YOUR CERTIFICATION, YOU'LL BE READY TO FUEL INCREDIBLE AGILE RESULTS BY UNDERSTANDING HOW TO APPLY NEW CONCEPTS INCLUDING:

- **SHOWING UP AS A LEADER**
- **DEALING WITH CONFLICT**
- **NAVIGATING CHANGE**
- **SUPPORTING YOUR TEAM**
- **IDENTIFYING AND UTILIZING YOUR KEY STRENGTHS**
- **DELIVERING RESULTS**

THIS COURSE IS BENEFICIAL PARTICULARLY BENEFICIAL FOR LEADERS WITHIN AN AGILE ORGANIZATION RESPONSIBLE FOR COACHING, MANAGING, AND PARTICIPATING IN SCRUM TEAMS

WHY



HOW

WHO



SUPERCHARGE YOUR FACILITATION SKILLS IN OUR AGILE FACILITATION MASTERCLASS



AGILE MINDSET



Being an Agile Facilitator is about manifesting the values and principles of the Agile Manifesto while staying neutral as a facilitator.

FACILITATORS STANCE

Being a facilitator is about staying neutral no matter the situation. Learn skills and techniques that help you master your emotions so that you stay in the perfect stance.



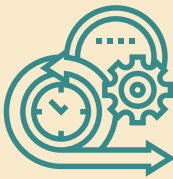
MEETING FACILITATION



Apply various tools and techniques to prepare for and conduct meetings with a purpose that delivers on its desired outcomes!

ENVIRONMENTS

Remote facilitation requires a different set of skills, tools and techniques from in-person facilitation. You will learn and practice facilitation in any environment.



ART OF CONVERSATION

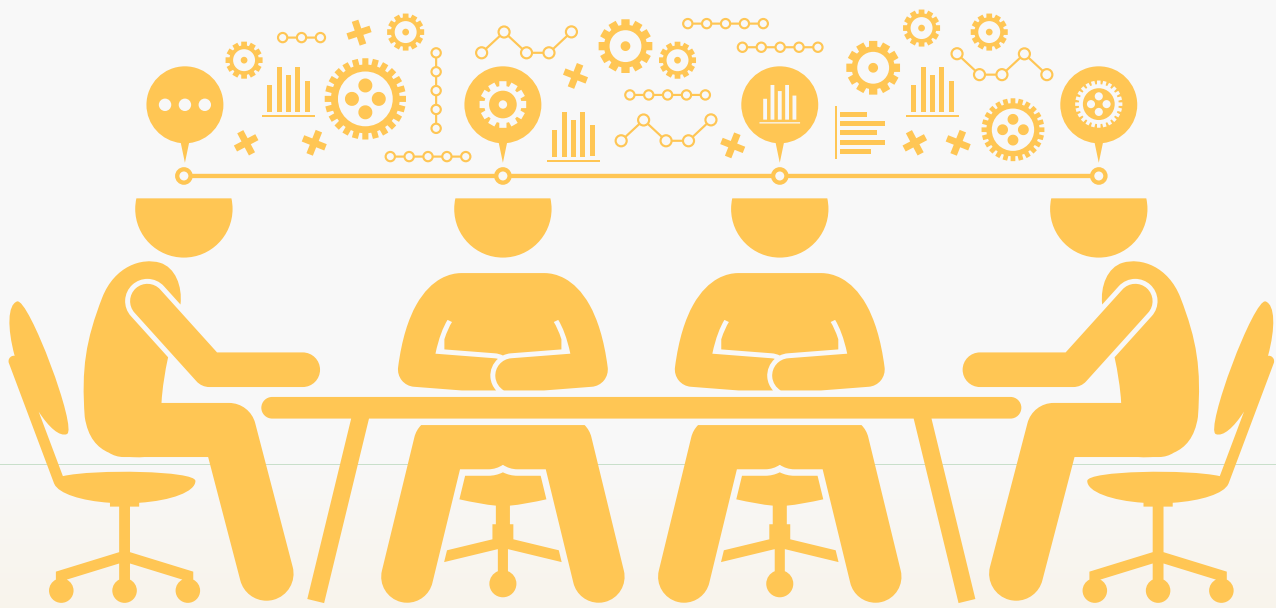


Facilitation is all about guided conversations, both during meetings and in one-on-one interactions. Learn how to give and receive feedback effortlessly.

CEREMONIES

Remote facilitation requires a different set of skills, tools and techniques from in-person facilitation. You will learn and practice facilitation in any environment.





MANAGE THE SYSTEM, NOT THE PEOPLE.

MANAGEMENT 3.0

The Management 3.0 Foundation Workshop covers theoretical and practical agile management, with a strong focus on powerful strategies that are designed to bring immediate impact to any and all teams.

EIGHT CORE AREAS DEFINE THE MANAGEMENT 3.0 PHILOSOPHY:

- MANAGEMENT AND LEADERSHIP
- COMPLEXITY THINKING
- MOTIVATION AND ENGAGEMENT
- LEARNING AND COMPETENCE
- DELEGATION AND EMPOWERMENT
- VALUES AND CULTURE
- GROWING STRUCTURE
- SUCCESS AND FAILURE

It was created for software development but has been adopted by all sorts of agile teams around the world.



ORGANIZE | VISUALIZE

EMPOWER | DELIVER

AGILE FUNDAMENTALS



You've heard of scrum or agile at work and wonder how it applies to you. Maybe it's not a part of your daily job yet, but you're intrigued as you see that it may be something that your team is moving towards.



What is agile? Is it a methodology? A framework? Embracing agile deliver software to customers has since spread to every type of organization including influencing how governments run.



in this program, you'll learn about two of the most popular manifestations of an agile way of working: **Scrum and Kanban.**



IT'S TIME TO GET FOCUSED AND START WORKING.

WELCOME TO THE INCREDIBLE FRAMEWORK OF THE AGILE MINDSET KNOWN AS SCRUM.

SCRUM JUMPSTART



SCRUM JUMPSTART IS THE CUTTING-EDGE PROGRAM FOR ANY ONE COACHING, WORKING WITH, OR WORKING IN A DEVELOPMENT TEAM FOCUSED ON INCREASED EFFICIENCY AND EFFECTIVENESS.

NO MATTER WHAT INDUSTRY YOU COME FROM, YOUR ORGANIZATION CAN SURELY BENEFIT FROM THE AGILE METHODOLOGIES THAT COMPOSE SCRUM.

UPON THE COMPLETION OF THE PROGRAM, YOU'LL BE READY TO FUEL INCREDIBLE AGILE RESULTS VIA SCRUM WITH A SET OF NEW SKILLS, INCLUDING :

- A CLEAR UNDERSTANDING OF THE RULES, ROLES, AND EVENTS OF SCRUM THROUGH THE EMPIRICAL FOUNDATION OF SCRUM.
- A PREPAREDNESS TO PARTICIPATE AS A MEMBER OF A SCRUM TEAM.
- AN ABILITY TO FOSTER INCREASED TEAM EFFECTIVENESS USING SCRUM.

THIS COURSE IS FOR ANYONE INTERESTED IN UNDERSTANDING AND USING AGILE METHODOLOGIES. IT IS PARTICULARLY BENEFICIAL FOR LEADERS WITHIN AN AGILE ORGANIZATION RESPONSIBLE FOR COACHING, MANAGING, AND PARTICIPATING IN SCRUM TEAMS.



GET AHEAD WITH SAFE

We are an experienced SAFe © Implementation Partner with over ten years and a dozen client transformations in our portfolio. We are also a group of SAFe Program Consultants (SPC) and provide a full complement of SAFe-accredited training and coaching for your organization. Examples of some of the training we provide:

Leading SAFe

Learn how to build and support Agile teams and programs, empower a Lean Portfolio, build a Continuous Delivery Pipeline and DevOps culture, and coordinate large solutions to become a SAFe® 4 Agilist (SA).



SAFe For Teams

Gain experience as an Agile Team member in a SAFe Agile Release Train (ART). Break down features, write user stories, improve team and train processes, and plan and execute Iterations.



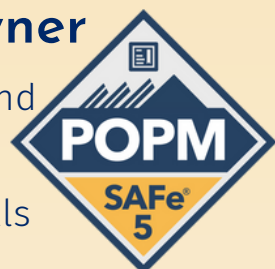
SAFe Scrum Master

Discover how to build high performing Agile teams by becoming a servant leader and coach. Empower yourself to own the role of Scrum Master in a SAFe environment SAFe 4 with Scrum Master (SSM) certification.

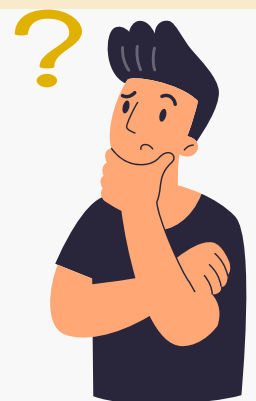


SAFe Product Owner

Apply Lean-Agile values and principles and economic prioritization, develop skills writing epics, Capabilities, Features, and user stories within the context of SAFe. Ideal for Product Management Office (PMO) professionals.



SCALED AGILE FRAMEWORK® (SAFE®) EMPOWERS COMPLEX ORGANIZATIONS TO ACHIEVE THE BENEFITS OF LEAN-AGILE SOFTWARE AND SYSTEMS DEVELOPMENT AT SCALE.





DELIVER 'AMAZING' AGILE COMMUNITY



Information

Gain access to an arsenal of resources – books, articles, case studies, literally a whole knowledge base to guide you throughout your practice.



Inspiration

Be inspired with ideas from a community of agile practitioners who share the same interest as you – Collaborate and communicate while continuously improving.



Interaction

Take advantage of discussions, forums, and groups through our community threads. Share your thoughts, have your questions answered, or collaborate with a fellow agile practitioner.