Team katanu
By Arclight & Capala

Unlock Your Facilitation Skills With the New ACS-CF Certification

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Table Segue / Icebreaker

What do you hope to get out of this session today?

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Notes Area

Graphic Organizer for Notes

Scrum Alliance – Path to Certification

	Foundational	Advanced	Professional
Scrum Master Track	CSM CERTIFIED	A-CSM CERTIFIED	CSP-SM CERTIFIED
Product Owner Track	CSPO CERTIFIED	A-CSPO CERTIFIED	CSP-PO CERTIFIED
Developer Track	CSD CERTIFIED	A-CSD CERTIFIED	CSP-D CERTIFIED
Leadership Track	CAL-E CERTIFIED / CAL-T CERTIFIED / CAL-O CERTIFIED		CAL CERTIFIED
Skills Track	ACS-CF CERTIFIED / CAS-S1 CERTIFIED		Scrum Alliance®

katanu By Arclight & Capala   ARCLight AGILE   Capala CONSULTING

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Who are your facilitators....

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WHAT is ACS-CF?

- Agile Coaching Skills - Certified Facilitator (ACS-CF)
- 2 Day Training and Certification Class you'll learn:
  - Discover **what a facilitator is**
  - Practice the **mindset** of a neutral facilitator
  - Learn how to **facilitate through conflict**
  - Understand the **needs of different teams**
  - **Apply the skillset** before, during, and after

Scrum Alliance®

WHY did we create ACS-CF?

- Research showed that **anyone, at any experience, wants help** in becoming a better facilitator and managing conflict
- Facilitation is a key skill across **all industries, teams, and roles**
- There is a need for **skill based training**, not just role based
- Aspiring agile coaches still need training to **bridge knowledge gaps and gain experience** in key areas

Scrum Alliance®
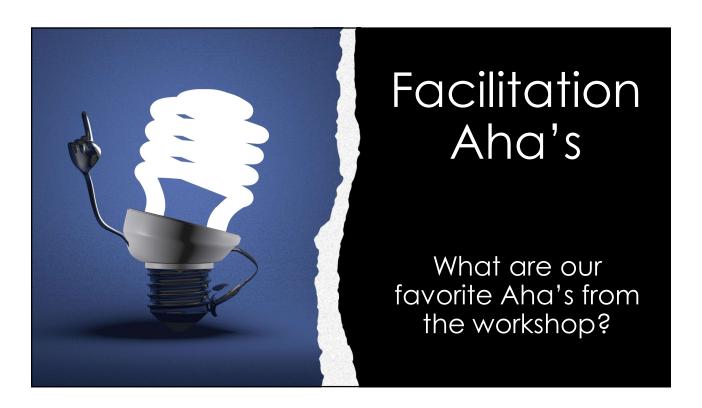
Agile Coaching Skills
Certified Facilitator (ACS-CF)

- Setting the Stage
  - What is facilitation? | Who is a facilitator?
- Understanding the Group's Context and Needs
  - Before facilitation | During facilitation
- The Orientation of a Facilitator
  - From the front | From the back | From the inside
- Facilitating Through Conflict
- Forwarding the Action
  - Defining the process beyond the facilitated sessions
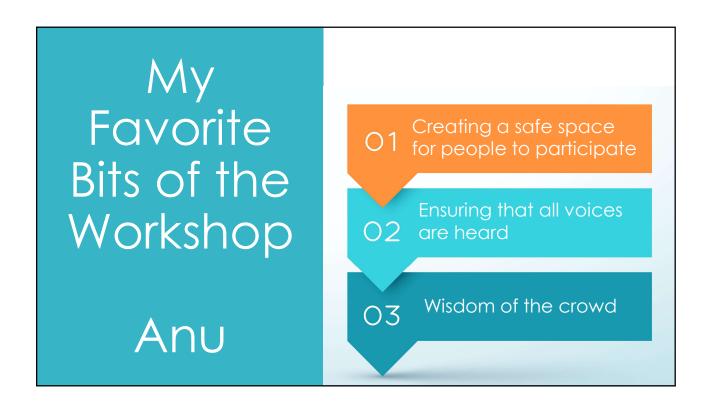 - Event reflection | Co-facilitating
- Facilitation Practice

Learning Objectives

1-2-4-All Table Poster

Facilitation Technique

What is your favorite facilitation technique?

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Facilitation Aha's

What are our favorite Aha's from the workshop?

My Favorite Bits of the Workshop

Anu

01 Creating a safe space for people to participate

02 Ensuring that all voices are heard

03 Wisdom of the crowd

The 4 Stages of Psychological Safety

Team members should feel comfortable asking questions, experimenting, learning from each other's mistakes, and looking for new opportunities

Learner Safety

Collaborator Safety

Team members should participate in open dialogue, have mutual access to each other, and engage in constructive debates

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People should feel comfortable challenging the status quo if they identify changes that need to be made, even if those changes are unpopular or difficult. Team members should be encouraged to speak up and expose problems.

Challenger Safety

Inclusion Safety

Team members need to feel valued. Everyone should know that their experience and ideas matter equally, regardless of their title or rank. Members should be comfortable contributing to the group.

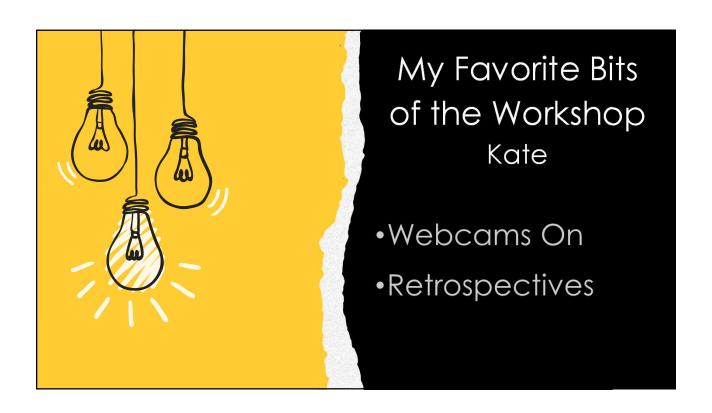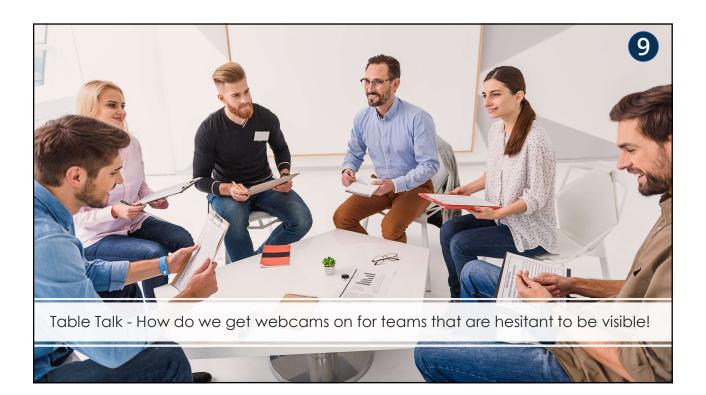https://accelerate.uofuhealth.utah.edu/improvement/psychological-safety-for-teams

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Inclusive conversations to ensure all voices are heard

6 Liberating Structures | Diamond of Participation **7**

The Wisdom of Crowds - James Surowiecki

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My Favorite Bits of the Workshop
Kate

- Webcams On
- Retrospectives

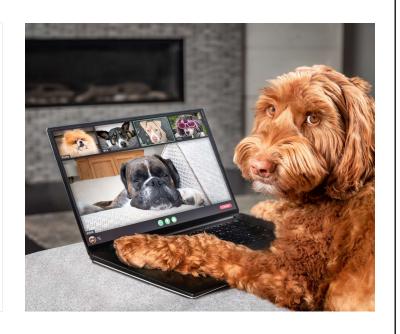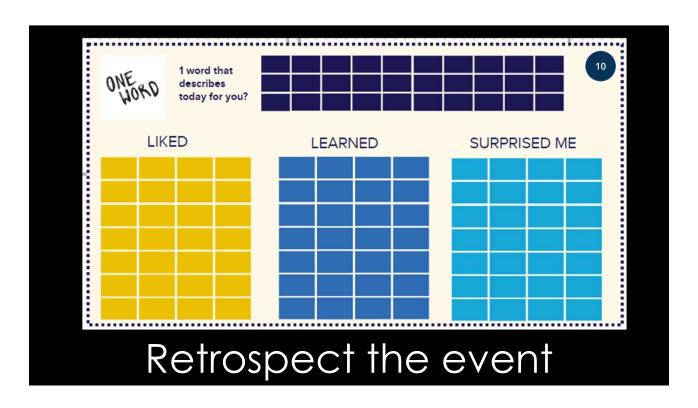Table Talk - How do we get webcams on for teams that are hesitant to be visible!

Let's get the webcams on!

- Working Agreements
- Set an example as a facilitator
- Segues – show us something on your desk that tells us a bit about you?
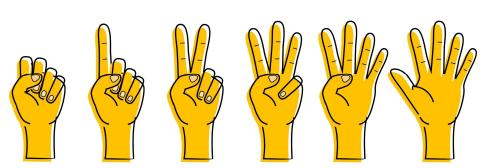- Segue – Favorite Disney character & create a Zoom background

Retrospect the event

KATANU
Retrospective

- **K** – What did we **KICK** Ass at last sprint?

- **A** – What **AHA's** did we have last sprint?

- **T** – What was **TERRIBLE** last sprint?

- **A** – What **APPRECIATIONS** do we have for the last sprint?

- **N** –What will we **NOT** do next sprint

- **U** – What is the 1 Thing we will do differently in the **UPCOMING** sprint

![Team Katanu by Arclight & Capala logo]

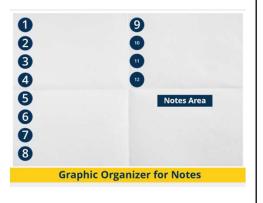## Don't forget to retro your retrospectives!

Was this retrospective worth your time?

1. **Definitely not.** A waste of my time.

2. **Not really.** Useful, but not worth all of time.

3. **Somewhat.** I gained enough to spend my time on it.

4. **Mostly.** I gained more value than the time spent on it.

5. **Absolutely.** I gained a lot of value and it was absolutely worth my time.

https://www.teamretro.com/return-on-time-invested

Pair Share - Benefits of Good Facilitation

- Let's have you answer this!

- Pull out your graphic organizer.

- Based on what we've covered, what do you think some of the benefits of good facilitation are?

Graphic Organizer for Notes

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Ticket Out!

- Grab a post it note
- What was your biggest AHA today?
- Put it on a postit and leave it on the front table at the end!
  (& don't forget to add Ticket Out to your Facilitation Tools graphical organizer!)

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Connect with Us!

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