



Agile  
Mastery  
Institute

CLASSROOM | COACHING | COMMUNITY



# Scrum Mastery Pathway

# Our Mission

Our mission is to restore the industry's respect for agile certifications and for the people with those certifications to feel capable and confident to have a real impact in their role.



# Our Mission

We will do this by raising the bar of agile training and eventually establishing holistic, multi-faceted, long-term support as the norm for meaningful role-based certification.



# 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

# Our Pathway Approach

- Live synchronous training covering every aspect of the role
- 6 months or more of coaching covering real-life challenges
- Deeper live training to expand the skills of the role
- Asynchronous support including books, videos, smartphone app
- Community forum with dedicated private space
- Certified credentials along the journey

# Scrum Mastery Skills

## Respected

They have a reputation for integrity across the organisation

## Empathic

They are sensitive to those around them

## Tactful

They are diplomacy personified

## Resourceful

They are creative in removing impediments to productivity

## Alternative

They are prepared to promote a counter-culture

## Inspiring

They generate enthusiasm and energy in others

## Nurturing

They enjoy helping both individuals and teams develop and grow

## Enabling

They are passionate about helping others be effective

## Disruptive

They break the old status quo and help create a new way of working

# 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

- Understand the importance of empathy for a Scrum Master
- Notice and apply different levels of listening
- Develop their ability to empathise with others

## Tactful

- Call out undesirable behaviour when needed with diplomacy
- Understand the psychological and cultural impacts of intervention
- Provide and role-model more effective feedback

## Resourceful & Alternative

- Reduce the monotony of Scrum ceremonies for greater impact
- Increase the effectiveness of Scrum ceremonies and artefacts
- Expand their ability to engage and motivate people
- Develop and encourage creativity in themselves and others

## Inspiring

- Craft inspiring and engaging Sprint goals and metaphors
- Understand and leverage intrinsic and extrinsic motivators
- Incorporate simple, visual progress indicators

## Nurturing

- Balance the needs of the individuals with the needs of the team
- Understand and apply a model of human needs
- Understand and apply a model of team development

## Enabling

- Understand different ways to enable a team
- Become aware of the potential to create co-dependency
- Increase self-sufficiency and reduce dependence of the team

## Disruptive

- Proactively drive change at team and organisational levels
- Understand how people are influenced and persuaded
- Reduce apathy and fear of action in themselves and others

# Learning Objectives



## Respected

- Role model the act of giving structured, non-judgmental feedback
- Analyse feedback for usefulness
- Create steps to develop a feedback culture

## Empathic

- Become more influential and persuasive
- Make personal and organisational change easier
- Create a greater appetite for personal, team and organisational change

## Tactful

- Become more comfortable with letting others find their answers
- Create an environment that encourages and supports thinking
- Develop a psychologically safe environment

## Resourceful & Alternative

- Understand and mitigate cognitive biases in oneself
- Practice adopting alternative perspectives and reducing assumptions
- Assess the contexts appropriate for different team compositions
- Understand what a more fluid resourcing model might involve

## Inspiring

- Develop a growth mindset in themselves and others
- Increase the resilience of themselves and others
- Appreciate the benefits of both optimism and pessimism

## Nurturing

- Nurture a team dynamic in remote and hybrid settings
- Leverage technology in a helpful, yet minimalist way
- Design "remote-first" agile ceremonies

## Enabling

- Understand the signs and consequences of burnout
- Develop and role model a personal sustainable pace
- Create a more rigorous discipline of Scrum Mastery

## Disruptive

- Spread leadership throughout the organisation as a capability
- Explain the concept of contextually coherent leadership
- Notice where pushing for change could be counter-productive





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