

Certified Agile Leader 1[®] (CAL 1) Course



This course is taught by Simon Roberts, ScrumCenter's Certified Scrum Trainer. Scrum Alliance® accredits this course. To receive your CAL 1 certification, you must take the course and complete various follow-up activities.

ScrumCenter is based in Scotland and active throughout the UK and the rest of Europe.

Overview

Our **live-online** or **in-person** Certified Agile Leader 1 course helps leaders, managers, Scrum Masters, agile coaches and change agents develop the **mindset** and **leadership behaviours** needed to create **adaptive, high-performing organisations**.

You will explore practical models including **Leadership Agility**, the **Responsibility Process** and **Intent-Based Leadership**, and learn how to lead change through clarity, participation and accountability.

You can book a place at one of our scheduled events, or we can teach a private in-house course for your organisation.

What Does the Course Cover?

The ScrumCenter Certified Agile Leader 1 course is a practical and reflective leadership workshop. It helps participants understand how leadership needs to change in complex environments, and how leaders can create the conditions for agility to flourish across teams and organisations.

The course covers:

- **The case for agile leadership**
Why traditional leadership approaches often struggle in volatile, uncertain, complex and ambiguous environments, and how agile leadership supports learning, adaptation and value flow.
- **Agile leadership mindset shifts**
Moving from control to empowerment, predictability to adaptability, directive leadership to servant leadership, individual success to team success, and siloed thinking to systems thinking.
- **Leadership Agility**
Using the Expert, Achiever and Catalyst levels to understand how leaders develop, how they respond under pressure, and how they can make more context-appropriate leadership choices.
- **The Responsibility Process**
Recognising reactive patterns such as blame, justification and obligation, and learning how to move towards ownership, responsibility and conscious choice.
- **Intent-Based Leadership**
Creating clarity of intent so that people closest to the work can make better decisions, take more responsibility and act with confidence.
- **High-performing teams**
Exploring trust, psychological safety, healthy conflict, cognitive diversity, shared accountability and continuous learning.

- **Culture and organisational agility**

How stories, structures, processes, policies and leadership behaviour shape culture, and how culture can either enable or constrain agility.

- **Leading change**

How to reduce threat, increase engagement, invite participation, create urgency without fear, and lead change through trust, transparency and clear boundaries.

Why Choose CAL 1 Training from ScrumCenter?

Our live-online or in-person CAL 1 course is interactive, reflective and practical. It is instructor-led and designed to help participants connect leadership ideas directly to their own organisational context. The course uses short inputs, facilitated discussion, small-group work, realistic leadership scenarios and personal reflection.

Our course is:

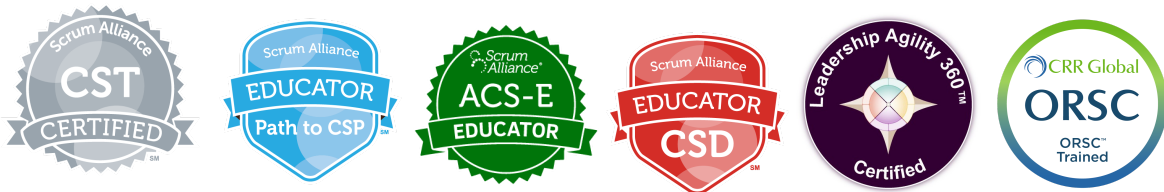
- Immersive.
- Instructor-led.
- Practical and reflective.
- Taught at a sustainable pace.

The course is taught by ScrumCenter's Founder, Simon Roberts. He has a wealth of experience supporting large, medium and small companies to adopt agile ways of working through consulting, coaching and training. Simon has worked with leaders and teams across many organisational contexts, including large-scale agile transformations, product development environments and complex change initiatives.

Simon is a Certified Scrum Trainer® (CST), Path to CSP Educator, Agile Coaching Skills Educator, ORSC® Trained Coach, Trained Leadership Agility 360 Coach and ChangeWise-Authorised Leadership Agility Coach. He has trained and coached thousands of people over many years.

ScrumCenter's CAL 1 course connects Scrum Alliance learning objectives with practical leadership development. It draws on models such as Leadership Agility,

the Responsibility Process and Intent-Based Leadership to help participants develop the awareness, mindset and behaviours needed to lead in complex environments.



Who Should Attend?

Certified Agile Leader 1 is for people who influence how work happens, how decisions are made, how change is led, and how teams learn.

This course is particularly relevant for:

- **Managers, directors and senior leaders** who are supporting agile transformation or want to lead more effectively in complex, fast-changing environments.
- **Scrum Masters** and **agile coaches** who work with leadership teams and want a stronger understanding of organisational agility, culture and change.
- **Product, programme and delivery leaders** who need to enable empowered, cross-functional teams while maintaining alignment around outcomes.
- **People leaders and line managers** who want practical tools for growing capability, trust, accountability and adaptability.
- **Change agents and transformation leads** who need to influence across teams, departments and organisational boundaries.
- **Aspiring leaders** who want to develop the mindset and behaviours needed to lead in modern agile organisations.

You do not need to be in a formal senior leadership role to benefit. CAL 1 is valuable for anyone who wants to lead with greater clarity, responsibility and adaptability.

How Do I Become a Certified Agile Leader 1?

To become a Certified Agile Leader 1, you need to attend the full Scrum Alliance approved CAL 1 course and participate actively in the learning activities. There is no exam.

During the course, you will take part in facilitated discussions, small-group exercises, reflection activities and practical leadership scenarios. These activities help you connect the ideas from the course to your own leadership context.

After the course, ScrumCenter will register eligible participants with Scrum Alliance. You will then be able to access your Certified Agile Leader® 1 certificate and digital badge through your Scrum Alliance account.

Successful completion includes:

- Attending the full live course.
- Participating actively in discussions and learning activities.
- Completing any in-course reflection or action-planning activities.
- Giving ScrumCenter permission to register you with Scrum Alliance.

The certification also includes Scrum Alliance membership, subject to Scrum Alliance's current terms.

What Will You Get?

When you attend ScrumCenter's Certified Agile Leader 1 course, you will get an interactive, instructor-led learning experience focused on practical leadership in real organisational contexts.

You will receive:

- **Certified Agile Leader® 1 certification** from Scrum Alliance after successful completion of the course.

- **A digital badge and certificate** that you can add to LinkedIn and share with your organisation.
- **Scrum Alliance membership**, subject to Scrum Alliance's current terms.
- **A live, interactive course** with discussion, reflection, small-group work and practical leadership scenarios.
- **Practical leadership models** including Leadership Agility, the Responsibility Process and Intent-Based Leadership.
- **Follow-up resources** to help you continue applying the learning after the course.
- **A personal action plan** or leadership experiment to take back into your own context.
- **The option to book a follow-up coaching or mentoring call** with the trainer.

Participants can also choose to take part in a **Leadership Agility Accelerator** assessment, followed by a one-to-one coaching session with the trainer to review the results and identify practical development actions.

How to Book

Places on our Certified Agile Leader 1 course can be booked through our website <https://scrumcenter.co.uk/certified-agile-leader-1-training/> or via email. If you would like to book three or more places on the same course, we can offer a discount. Please contact us at training@scrumcenter.com, and we will respond promptly with an offer.

You can also book a private/in-house course online or at your location. Please contact us at training@scrumcenter.com, let us know what you need, and we will work with you to agree on a preferred date. You can also contact us at one of the following telephone numbers: +44 7426 967823 (UK) or +49 160 8082012 (DE).

About Your Trainer, Simon Roberts



Agile and Lean Coach (ORSC™ Trained), Certified Scrum Trainer®, Path to CSP Educator, Certified Scrum Developer Educator, Agile Coaching Skills Educator.

The course is taught by ScrumCenter's Founder, Simon Roberts. He has a wealth of experience supporting large, medium, and small companies to adopt agile into their organisation through consulting, coaching and training.

Simon has used lightweight/agile methods since the late 1990s and works with organisations large and small to help them achieve better results by leveraging the power of self-organising teams. He has consulted for and led several large-scale agile transitions at DAX companies in Germany, is the author of several articles and regularly speaks at conferences on agile leadership. Apart from the obvious experience facilitating Scrum events, he has facilitated large-scale collaborative events such as Open Space Technology meetings with 350 people, multi-day/multi-team retrospectives and World Café meetings.

Simon's company, ScrumCenter Limited, is based in the West Coast of Scotland.

He holds an MBA specialising in Creativity, Innovation and Change from the Open University Business School.