

Services

Lunch & Learn

Lunch and Learn (L&L) is a great way to collaborate in an informal and relaxing atmosphere, engaging people from different organizational domains and layers. One of the big advantages of L&L is that people feel more comfortable to interact with one another on par, regardless of their organizational positioning and relationships (e.g. reporting). L&L can be also tailored for specific teams, groups, departments or senior management. L&L, typically conducted by a facilitator (usually, an experienced multi-skilled and impartial to internal dynamics coach-trainer), and can be delivered in the form of a general overview, targeted/tailored mini-training, preliminary organizational assessment or a comprehensive Q&A.

To learn more about Lunch & Learn, please visit: <http://www.keystepstosuccess.com/lunch-learn-session/>

Assessment

Assessments (a.k.a. health checks) be an effective way to monitor organizational progress through [agile transformation](#). Properly identified and carefully monitored agile maturity metrics (AMMs) could be an effective “lever” to steer an organization towards success. However, some challenges could be caused by collecting and applying inappropriate metrics and then performing unskilled assessments that are based on misleading numbers (note: please beware of some important issues caused by [AMMs](#)). It is not uncommon for an organization to focus on metrics and other locally collected numerical attributes and miss out on much bigger picture. To learn more about assessments, please visit: <http://www.keystepstosuccess.com/agile-assessment/>

Training

Training is a great way to deliver structured, logically sequenced education to a person or a group of individuals. Intensity of trainer-trainee interaction varies. In less interactive training (often used with larger audiences), trainer-trainee interaction is typically limited to Q&A. In more interactive training (workshop-style, used with smaller audiences, study groups, classes) trainer-trainee interaction may include games, role play, break out sessions, presentations, in-class assessments and other engaging techniques.

To learn more about variety of training content, please visit: <http://www.keystepstosuccess.com/agile-training/>

Coaching

Any experienced Agile and Scrum coach, with enough theory and practice under his belt should have in-depth understanding of practices and principles of various agile frameworks and real-world experience of implementing it at organizations. A good coach must have a proven track record of guiding organizations through challenges of agile transformations, having seen himself adoption successes and adoption failures, with the latter being a great “lessons learned” that a coach is willing to share. A coach with diverse experience that spans across multiple organizational systems should be able to effectively serve multiple teams, products, project cycles, environments or technologies.

To learn more about team-level and organizational-level coaching, please visit: <http://www.keystepstosuccess.com/agile-coaching/>

Certification

The following certifications are available [through coaching](#):

- Certified ScrumMaster® (CSM)
- Certified Scrum Product Owner® (CSPO)

The following certifications are available [through training](#):

- Certified Large Scale Scrum [LeSS] Basics (CLB)