

# Course : Professional Agile Leadership - Evidence Based Management™ (PAL-EBM)

Scrum.org Official Training

*Practical course - 1d - 7h00 - Ref. EBL*

With this training course, you will learn what the EBM approach is and how to apply it within your organization. Through a combination of theory and practice, you'll acquire the skills you need to guide your teams towards continuous improvement of results and organizational capabilities.

## **Teaching objectives**

At the end of the training, the participant will be able to:

- ✓ Identify the relationship between an organization's objectives and behaviors, values and culture
- ✓ Learn to use empiricism as a leadership posture to achieve objectives
- ✓ Experience how trust and objectives reinforce autonomy, transparency and value creation
- ✓ Learn how to measure market impact and organizational performance with Evidence Based Management (EBM)

## **Intended audience**

Leaders, managers and all executives (including Product Owners and Scrum Masters) wishing to develop their organization's business agility.

## **Prerequisites**

Previous experience in agile leadership or product management.

## **Certification**

Successful completion of the exam leads to certification "Professional Agile Leadership™ - Evidence-Based Management™ (PAL-EBM)".

[Comment passer votre examen ?](#)

## **PARTICIPANTS**

Leaders, managers and all executives (including Product Owners and Scrum Masters) wishing to develop their organization's business agility.

## **PREREQUISITES**

Previous experience in agile leadership or product management.

## **TRAINER QUALIFICATIONS**

The experts who lead the training courses are specialists in the subjects covered. They are approved by the publisher and certified for the course. They have also been validated by our teaching teams in terms of both professional knowledge and teaching skills for each course they teach. They have at least three to ten years of experience in their field and hold or have held positions of responsibility in companies.

## **ASSESSMENT TERMS**

Assessment of targeted skills prior to training.

Assessment by the participant, at the end of the training course, of the skills acquired during the training course.

Validation by the trainer of the participant's learning outcomes, specifying the tools used: multiple-choice questions, role-playing exercises, etc.

At the end of each training course, ITTCERT provides participants with a course evaluation questionnaire, which is then analysed by our teaching teams. Participants also complete an official evaluation of the publisher.

An attendance sheet for each half-day of attendance is provided at the end of the training course, along with a certificate of completion if the participant has attended the entire session.

## Practical details

### Teaching methods

Training in French. Official course material in digital format and in English. Good understanding of written English.

## Course schedule

### 1 Objectives, facts and empiricism

- Importance of goals to focus on one direction.
- Relationship between measures and objectives.
- Impact of metrics on behavior. Case of misalignments.

### 2 The purpose of objectives

- Limits of traditional objectives.
- Tactical, intermediate and strategic.
- Impact objectives and complex situations.

### 3 Business value

- The relationship between empirical culture and economic performance.
- Distribution of focus between the various Key Value Areas (KVA).
- Importance of contextual uniqueness.

### 4 Practicing empiricism with Evidence Based Management

- Applying EBM to your organization.
- Transitions from management to leadership. Techniques for liberating agility.
- The relationship between complexity and empiricism.

### TEACHING AIDS AND TECHNICAL RESOURCES

The teaching resources used are the publisher's official materials and practical exercises.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training course.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you have specific accessibility requirements? Contact Ms FOSSE, disability advisor, at the following address: [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) so that we can assess your request and its feasibility.