



I want to talk to you for the next 5 minutes about a dream I have and what I am doing to make it a reality with the help of some friends back home in South Africa...



Let's begin with why? What is the reason for this venture?

I am a Scrum trainer and coach. I run public training classes and I consult to organisations.

the 1% problem

>1000 people

how many lasting transformations?

During the last 5 years I have run a very unscientific experiment.

I have trained well over 1000 people in Agile fundamentals: as Scrum Masters or team coaches, product owners, team members and more...

I have observed that perhaps 1% of people whose only exposure to Agile practice is via short course training succeed with Agile. Why is that?

Well the blunt answer is this...and without explicit help success is unlikely...



this shit is hard to do!

on-site help

- pros
 - timely
 - relevant
 - specific
 - in context
 - scalable
- cons
 - timely?
 - scarce
 - expensive
 - hard to focus?
 - hard to measure?

I have observed that coaching is a success factor. However, not everyone gets this kind of help...

short courses

- pros
 - short!
 - abstracted
 - known/accepted
 - 'cheap'
- cons
 - happy learning
 - explicit vs tacit
 - rot/half-life
 - lacks context
 - no support

Coming back to my starting point, short course training without on-site coaching is ineffective.

It's not that the training is wrong or even that it doesn't help; it's just not enough...

what to do?



So what to do?

The idea emerged of an entity than could bridge this gap.

In fact the solution is obvious...

Edwards Deming said it decades ago, and you know it as one of the Kanban core principles: “**develop leadership at all levels**”.

And thus the idea for the LEANing Academy was born...

develop leadership at all levels

The LEANing Academy is an institution for cultivating Lean leaders through learning, practice and mentoring.

Learn > Master > Lead

An institution for people in modern leadership roles to learn new skills, achieve mastery by applying them practically in their own work context, and be cultivated as leaders in their organisations...

how?



So how do we intend to go about this? What are the key characteristics that we believe will enable us to succeed?

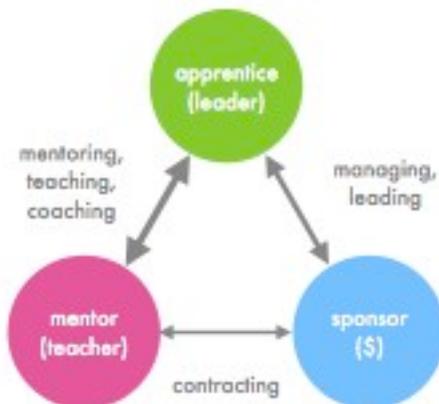
model

- self-paced
- self-study of core materials
- face-to-face facilitated group learning
- one-one-one mentoring
- feedback

The Academy will offer a multi-modal learning experience:

- Self-paced, self-study of a core curriculum
- Group learning sessions
- Individual mentoring
- Regular feedback and assessment.

stakeholders



We will build relationships between the apprentice, her mentor and her sponsor. Each has a stake in the success. Each takes responsibility for her respective role.

USPs

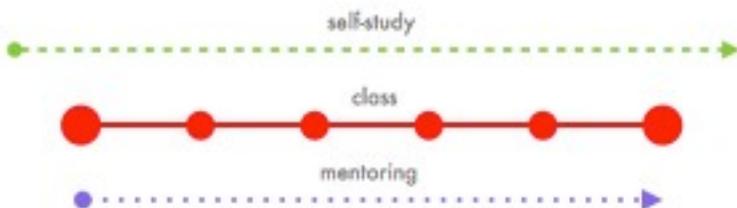
- help for sponsors
- quality of faculty
- autonomy, mastery & purpose

We see the following Unique Selling Propositions for the LEANing Academy:

- Sponsors get help to grow their leaders. They lack the time and perhaps the skills.
- The Academy has skilled mentors to do this.
- Apprentices grow their mastery of valuable leadership skills at a pace that they determine.

mvp design

- 6 mentors/ faculty
- 16–20 students
- 6 month programme
- 8 classroom days @ 4-week cadence
- 40 mentoring hours @ weekly cadence



Our hypothesis is that we will be able to cultivate leaders more effectively and economically than before.

We have crafted a minimum viable product with which to test this.

mvp plan

- started in january 2013
- launch enrolment in may
 - customers we know
 - \$8000 fee
 - aim to cover costs
- commence programme in july
- first graduates in november



There are many uncertainties and questions...the only thing we can do is experiment and learn as fast as possible! Our goal is to deliver the first graduates by the end of 2013.

idea summary

- Develop **leadership** at all levels
- Combine **learning** and **mentoring**
- Launch an **MVP** this year

Let me summarise:

- We need a better way to develop leadership at all levels of the organisation
- We believe a combined learning and mentoring model can offer this
- We want to test our idea as fast as possible.

LEANing Academy

Learn • Master • Lead

- How can you get involved?
 - share your experiences
 - ask good questions
 - visit leaningacademy.com

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So finally, if any of this resonates with you, please hunt me down and talk to me. We'd love to hear what you've already done, what you think we should be thinking about. And we'd love to have you join the ride.

Thank you for listening!