

OpenAgile Individual Recognition Program Levels

Skills and Capacities

OpenAgile Readiness – Level 1

- understands OpenAgile concepts and foundations
- recall the purpose of OpenAgile, the three foundations, the process details, and the paths of service

OpenAgile Team Member – Level 2

- participate effectively in a functional team using the OpenAgile process to deliver value to the organization/stakeholders
- demonstrate ability to be truthful, consultative, and learn systematically in relation to delivering value

OpenAgile Process Facilitation – Level 3

- help co-team members practice the OpenAgile Process and techniques that support that process (e.g. a variety of retrospective techniques, task board maintenance, commitment velocity, etc.)
- help co-team members practice the OpenAgile Foundations by recognizing and encouraging good behaviors, discouraging bad behaviours, and deepening team members understanding of the Foundations
- apply the Foundations to the use of the OpenAgile process

OpenAgile Growth Facilitation – Level 4

- helps the OpenAgile team to grow in capacity to deliver value and to actually understand value
- helps the OpenAgile team understand and apply the concept of Organic Growth
- managing Value Drivers in relation to a Goal
- use a Skills Matrix at a team level
- interacting with stakeholders to understand the Goal and Value Drivers
- strategic planning and roadmapping
- general business (value) acumen
- apply the foundations to the ongoing organization of the Value Drivers

OpenAgile Coach – Level 5

- helps advance an OpenAgile team's capacities (team cohesion, process, growth)
- professional coaching skills such as “mirroring”, “powerful questions” etc.
- helping a team through the arc of team development
- systematically sharing learning between teams (over time or simultaneously)
- transforming resistant Team Members by using OpenAgile foundations

OpenAgile Trainer – Level 6

- teaches individuals and teams to understand OpenAgile and paths of service
- adult learning techniques such as TftBotR, Accelerated Learning
- classroom management techniques
- curriculum and training materials development
- transforming resistant learning groups by using OpenAgile foundations

OpenAgile Catalyst – Level 7

- helps whole organizations/businesses/communities advance in their capacities
- general systems thinking and corporate culture change
- community development and organizational development
- navigating organizational politics by using OpenAgile foundations

Master of OpenAgile – Level 8

- provides a significant new contribution to OpenAgile, the OpenAgile Center for Learning or the OpenAgile Capacity-Building Program... a “Master's Thesis”