

AGILE TRANSFORMATION TRAINING

Level 1: Understand



Agile transformation is often treated as a structural or methodological change. In reality, it's a deeply human and systemic journey, one that challenges how people think, lead, and work together. To achieve enterprise agility, you need to change differently, navigating complexity through participation and experimentation.

WHY THIS COURSE?

This course provides a strong foundation for anyone involved in change. Rather than prescribing solutions, the course builds clarity, insight, and capability to navigate complexity with confidence.

This course will help you to:

- Build an understanding of how to build resilient and adaptable organisations
- Understand agile transformation as a system of people, structures, and behaviours
- Clarify your role, stance, and impact as a change agent
- Develop self-awareness and ethical grounding when working with change
- Recognise how organisational design influences flow, autonomy, and value creation
- Make sense of real-world tensions without resorting to oversimplified models
- Design safe-to-try experiments and learning cycles to sustain change

WHAT YOU'LL LEARN

The Role of the Change Agent

- Develop self-awareness, emotional regulation, and ethical influence in complex environments
- Clarify your stance and strengthen your impact as a transformation practitioner

Core Skills for Transformational Work

- Distinguish when to coach, mentor, facilitate, teach, or advise
- Cultivate key attributes of effective change agents: adaptability, curiosity, and servant leadership

Agile Organisational Design

- Understand structures, governance, and systems that enable agility
- Promote well-being, psychological safety, and intrinsic motivation across teams

Driving and Sustaining Change

- Apply systems thinking, tension mapping, and engagement diagnostics to drive change
- Design safe-to-try experiments and embed learning cycles to sustain transformation

Bring Your Own Ideas

- Explore real-world examples and questions to make learning practical, engaging, and relevant

WHAT YOU'LL COME AWAY WITH

At the end of Agile Transformation Level 1, you'll leave with:

- A clearer understanding of what agile transformation *really is* (and what it isn't)
- Greater confidence in your role and influence as a change agent
- Practical ways to interpret organisational design and its impact on outcomes

A concrete **safe-to-try experiment** you can run in your context.

WHO SHOULD ATTEND?

Ideal for anyone involved in organisational change, including:

- Agile Coaches & Consultants
- Change Managers & Transformation Leaders
- HR & Organisational Development Professionals
- Executives leading agile initiatives
- Scrum Masters & Product Owners

No prior transformation experience is required however some knowledge of agile is helpful.



YOUR LEARNING PATH

Our three-level program supports your journey at every stage:

Level 1 – Understand:

Build your foundation and explore essential concepts. Ideal for beginners



Level 2 – Apply:

Deepen your skills and practice with real-world tools and techniques



Level 3 – Teach

Master advanced topics and learn how to guide and support others effectively

WHY BELIMINAL

Beliminal delivers training with depth and impact, helping participants unlock their own potential while transforming teams and organisations. Our approach blends proven theory with lived experience, enabling meaningful change that lasts.

- **World-class trainers, real-world experience**
Learn from highly respected Trainers with decades of hands-on experience in agile and organisational transformation, trusted and consistently rated 5/5 stars on Google by past participants.
- **Designed for engaging learning**
Our courses are crafted to create interactive, human experiences, anything but passive.
- **Small groups, big impact**
We keep class sizes intentionally small to enable meaningful dialogue and deep learning.
- **Focused days that stick**
Shorter, well-structured training sessions enhance reflection, retention, and practical application so insights translate into lasting change.

WHAT OUR LEARNERS SAY...

“Excellent Training! Very Engaging!”

“A great experience, very good pace of training and very well organised, Thank you!”

“Dynamic engaging course, hugely interactive, based on practical experiences - not death by slides or coursework, really brought the topics to life!”

MEET THE TRAINERS

Zia Malik



A Certified Enterprise Coach and Scrum Trainer with experience across fintech, aerospace, pharma, and retail, Zia specialises in organisational change and the psychology behind high-performing teams. His practical and inspiring coaching equips participants to achieve sustainable transformation.

Mark Summers



One of the UK's first Agile coaches and a Certified Trainer & Enterprise Coach, Mark guides teams and leaders to build self-organising, high-performing organisations. Energetic and thought-provoking, he focuses on fostering autonomy, continuous learning, and impactful agile transformation.

