

Calibrated for motivated and enlightened leaders at any and all levels, from the front-line to the C-suite, this 2-day class teaches the “why”, the “what”, and most importantly, the “how” of leading the transformation of their organization into an Agile one. Too many purveyors of organizational transformation either neglect the “how,” or can’t get beyond the obvious and esoteric—they stop where the rubber meets the sky. This class addresses the “how” where the rubber meets the road. This class teaches a pragmatic framework for leading such change that is not conjecture, but is time-tested and field-proven. This class is designed to open leaders’ minds and steer them away from the dysfunctional assumptions, habits, and tendencies that are prevalent today and guide them through the inculcation of Agility at the organizational level (a.k.a., “Agile Management,” or “Organizational Agility”).

Led by Jim Ruprecht, Co-Founder & Partner at agilityIRL, and an early contributor during Agile’s emergent years, Jim is a pioneer in applying Agile principles to organizations and leadership. Described as a truth-teller and pathfinder, unconstrained by conventional thinking, strategically creative and operationally pragmatic, Jim has led the creation 9 new organizations, the renovation of 4 under-performing ones, and the redesign of 2 that were tooled for yesterday’s problems. Moving from sound underlying concepts and theories to pragmatic issues, Jim will share the lessons he has learned over the course of his career.

Class Outline

Agile: The “Why”

- 2x2 Reasons to Care About Agile
- How We Got to Now: A Brief History of Organizational Solutions
- Agile: The Organizational Solution for Today’s World

Agile: The “What”

- Agile’s Heritage
- The Agile Manifesto
- Universal Roles & Responsibilities in an Agile Organization
- Agile Myths
- Major Agile Product Development Frameworks
- Micro & Macro Agile

Agile: The “How” (i.e., the hard part)

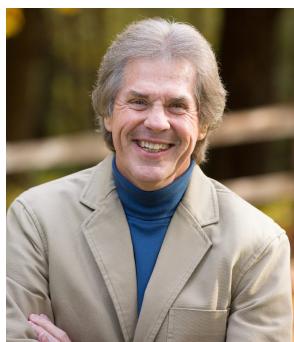
- Myth Busting
- Definitions
- Culture is **THE** Key
- Culture Defined
- The First Step in any Organizational Transformation
- A Framework for Cultivating Organizational Agility
- Assessing Cultural Receptiveness/Toxicity to Change
- Assessing Cultural Solution Alternatives
- Organizational Life Cycle Stages and Agility

Recap & Close

Availability & Pricing

Offered by appointment only; contact us for information regarding availability and pricing.

Class Instructor



This class is taught by Jim Ruprecht—a seasoned, truth-telling, path-finding executive experienced in organizational transformations.

Jim's formal training is in Quantitative Methods; however, showing a natural talent for organizational development, his career emphasis shifted to one of leading organizational transformations—small organizations at first, growing in size, variety and complexity over time.

Following advice given him by Tom Peters, Jim built his own “post-grad” program in leadership and cultural change. Jim found opportunities to learn directly from the industry’s leading practitioners and thought leaders.

Through his work with the Cutter Consortium, Jim also became involved in the movement that would later come to be called, “Agile.” The things Jim was learning about leadership and culture, and the principles of the emerging Agile Movement, converged, not just theoretically but pragmatically in his leadership style.

Jim took the concepts and theory that he learned in the books and the classrooms and “field-tested” them in the real-life organization he was leading at the time. He experimented in real life, building upon what worked, and discarding what didn’t.

Jim’s career has been deliberately eclectic. He’s held CIO, COO, VP, and other leadership positions in companies ranging from global, publicly-held, Fortune 250 firms, to privately held startups and second-stage companies:

- In industries ranging from regulated medical device and aircraft manufacturing, to semiconductor manufacturing, to news and entertainment media, to wholesale distribution, to retail.
- In functions including: IT, Engineering, Product Development, Operations, and Sales & Marketing.
- Leading organizations ranging from global teams of 300+ people with annual OpEx and CapEx responsibilities of \$150 and \$50 million, to small locally based teams.
- With responsibility for operations throughout North America, and in the UK, Ireland, The Netherlands, Switzerland, Malaysia, Thailand, Singapore and China.
- At companies including: 3M, Apple, Biopolymer Engineering, Cirrus Aircraft, FutureDude Entertainment, Harley Automotive, Medtronic, Seagate Technology, StarTribune, StealthMark, and others.
- He’s also served on three boards of directors.

Over the course of his career, earning multiple leadership awards, Jim put this field-tested learning to work in:

- Creating 9 new organizations at various levels (4 of which were my own companies).
- Renovating 4 under-performing organizations.
- Redesigning 2 organizations that were doing just fine, but were tooled for the problems of yesterday, rather than those of tomorrow.

The lessons Jim shares originate from these decades of agile-driven, yet reality-based experience. Jim can be contacted at jim@agilityIRL.com.