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COURSE BROCHURE

# Leadership Sprint for Team Leaders and Project Managers Training Course

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Dar es Salaam

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# Leadership Sprint for Team Leaders and Project Managers Training Course

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Leadership Sprint for Team Leaders and Project Managers is a 1-week training course for team leaders and project managers who want to change one real leadership habit through short experiments, and it produces a Leadership Sprint Board. Organisations already run delivery in sprints, yet leaders still try to improve their own behaviour through annual reviews. This course on the Leadership Sprint is delivered by Jupiter Prime Training.

## Why Leadership Sprint Matters Now

Three forces make a leadership sprint useful now: teams already working in agile cycles who expect their leaders to adapt just as quickly, feedback arriving weekly rather than yearly, and limited time for long development journeys. A leader who sets one behaviour goal, tests small changes and reviews them every few days improves visibly within weeks. One who waits for the annual appraisal repeats the same habits for another year. The course rests on the Scrum framework, the Plan-Do-Study-Act PDSA improvement cycle, Objectives and Key Results OKRs and the Start-Stop-Continue retrospective format.

## Who Gains Most from Leadership Sprint

- Team leaders who want to shift one leadership habit quickly
- Project managers leading cross-functional delivery teams
- Scrum masters and agile coaches who support people as well as process
- Newly promoted leads testing their leadership style in a live role
- Project office staff guiding project leaders through change

A delivery unit that sends several team leaders and project managers together gains most, because they can run their sprints in parallel and act as each other's retrospective partners.

## Leadership Sprint Capabilities

Participants leave able to treat their own leadership like a product backlog, testing and refining behaviour in short cycles.

- Specify one leadership goal as an objective with measurable key results — team members
- Design small leadership experiments with clear hypotheses and signals — direct reports
- Apply daily leadership stand-ups to track progress and blockers — practice partners
- Test behaviour changes through PDSA cycles and quick feedback polls — project stakeholders
- Assess sprint outcomes in Start-Stop-Continue retrospectives — line managers
- Build a backlog of next leadership experiments for future sprints — sponsors

## Key Leadership Sprint Terms

- Leadership sprint — a short, time-boxed cycle in which a leader tests and refines one chosen behaviour.
- Leadership backlog — an ordered list of leadership behaviours or habits a person plans to try or improve.
- Leadership experiment — a small, deliberate change in behaviour with a stated hypothesis and observable signal.
- PDSA cycle — Plan, Do, Study, Act, a four-step loop for testing a change and learning from it.
- OKR — Objectives and Key Results, a goal method pairing a qualitative aim with measurable results.
- Retrospective — a structured review after a sprint asking what to start, stop and continue.

## Leadership Sprint Day by Day

### Day 1: Framing the Leadership Challenge

- Leadership Challenge Statement — Choosing One Habit Worth Changing
- Stakeholder Feedback Scan — Gathering Quick Views From Team Members
- Leadership Backlog Creation — Listing and Ordering Candidate Behaviours
- OKR Drafting — Turning the Habit Into Measurable Results
- Sprint Charter — Setting Scope, Duration and Practice Partners

### Day 2: Designing Experiments

- Hypothesis Writing — Linking Behaviour Change to Expected Team Response
- Experiment Canvas — Defining Action, Signal and Success Threshold
- Minimum Viable Behaviour — Shrinking Changes to Testable Steps
- Feedback Poll Design — Building Two-Question Pulse Checks
- Risk and Ethics Check — Protecting Trust While Experimenting

### Day 3: Running the Sprint

- Daily Leadership Stand-Up — Reporting Progress, Plans and Blockers
- PDSA Cycles — Testing and Adjusting Behaviour Each Day
- Leadership Sprint Board — Visualising Experiments in Kanban Columns
- Blocker Removal Clinic — Solving Obstacles With Peer Help
- Micro-Coaching Pairs — Exchanging Short Observations Between Rounds

### Day 4: Review and Retrospective

- Sprint Review — Showing Evidence of Behaviour Change
- Start-Stop-Continue Retrospective — Deciding What to Keep or Drop
- Signal Interpretation — Separating Real Change From Noise
- Backlog Refinement — Reordering Next Leadership Experiments
- Sponsor Update — Sharing Results With Line Managers

## Day 5: Practising the Leadership Sprint Board

- Full Sprint Simulation — Applying Backlog and OKRs in a Software Delivery Case
- Construction Project Case — Testing Experiment Canvas Under Schedule Pressure
- Peer Retrospective Panel — Reviewing Each Participant's Evidence
- Next Sprint Planning — Setting Goals for the Following Weeks
- Leadership Sprint Board — Completing Backlog, Experiments and Review Rhythm

## Applying Leadership Sprint After the Course

- Run a two-week leadership sprint on one habit with a daily stand-up note and a retrospective at the end.
- Send a two-question pulse poll to the team after each experiment and record the signal on the sprint board.

## Leadership Sprint Questions FAQ

### What is a Leadership Sprint and why does it matter now?

A Leadership Sprint is a short, time-boxed cycle in which a leader tests and refines one behaviour through experiments and feedback. It matters now because teams work in fast cycles and expect leaders to adapt at the same pace.

### Which roles gain most from Leadership Sprint training?

Team leaders, project managers, scrum masters, agile coaches and newly promoted leads gain most, with cases drawn from software delivery and construction projects.

### How does the Leadership Sprint differ from a general agile project management course?

The Leadership Sprint applies sprint methods to the leader's own behaviour rather than to product or project delivery. An agile project management course focuses on planning and tracking work; this course focuses on changing how the leader leads.

### What do you bring back from Leadership Sprint training?

You bring back a leadership backlog, OKRs for one habit, experiment canvases, pulse poll templates, retrospective notes and a sprint board for the coming weeks.

## Leadership Sprint: The Way Forward

The Leadership Sprint Board first informs which leadership habit a team leader tests in the coming fortnight. The leader updates it daily, practice partners use it in retrospectives, and line managers see real evidence of change. After the first two sprints, revisit the backlog order, since early experiments often reveal a different habit that matters more to the team.