

October 2024 FREE Tech Fleet Servant Leadership Masterclass Syllabus

The class is 2 weeks: October 21 - Nov 2nd, 2024

Overview

We see a lot of leaders in the world with different styles. Although there is no “right” way to lead, there are effective ways to help teams succeed.

Agile philosophies and methods rely on leaders to be Servant Leaders. When managing, it's important not to tell teams how to work or what to do. Empowering teams to figure out their work creates better outcomes. All mature Agile teams have the psychological safety and Servant Leaders leading alongside them.

This discussion-based masterclass will teach you about the art of "servant leadership" on Agile cross-functional teams and how to be an apprentice, a lead, or a mentor on Tech Fleet teams as a Servant Leader.

Cost

This masterclass is **free**! It's available to anyone in the Tech Fleet community or anyone interested in joining the Tech Fleet community. Simply sign up and register for the course.

Audience

This masterclass is meant for UX, product, development, and other tech professionals who want to learn how to contribute and lead as a Servant Leader on Agile cross-functional teams.

Outcomes

1. Learn about the origination and meaning of Servant Leadership.
2. Understand how to work on and lead Agile teams.
3. Understand the difference between Servant Leadership and other leadership styles.
4. Understand how to apply Servant Leadership behavior to day-to-day team work.
5. Learn techniques for mediation and conflict resolution in team work.
6. Build a plan for self-growth as a Servant Leader.

How to Sign Up

To sign up, fill out the form on Google Forms. You will be added to the roster.

https://docs.google.com/forms/d/e/1FAIpQLSfMJi5XKCcy6ilBfNgYOH1-vcHzqi2t5qkazo9rtMggVDZCGhQ/viewform?usp=sf_link

Course Completion

You will be expected to submit homework and apply critical thinking each week. Each student who completes and submits assigned homework will receive a certification of completion after the class is over.

Qualify for Agile Residency Program

If you complete this class, and submit all homework, you will receive a certificate of completion. Once you do, you will qualify for an Agile Community of Practice in Tech Fleet called the Agile Residency Program.

This program provides:

1. Extra peer-to-peer coaching in Agile and Servant Leadership.
2. Discussion-based training for 4 months.
3. An automatic interview on Tech Fleet projects as an apprentice or lead during the time you're in the program.

See the video that discusses the vision here: <https://share.descript.com/view/HyUWIh2kDZl>

Instructors

This class is co-taught by Crystal Pugh and Morgan Denner

Crystal Pugh - Crystal is a tech founder and professional tech consultant. She's a member of many communities including Tech Fleet, and has led teams to success in Agile operations. Crystal focuses on leading through servant leadership in project management and information security work.

Morgan Denner - Morgan is a product manager and a UX person by trade. He's spent the better part of the last decade mastering Agile coaching and driving successful UX operations at scale in companies large and small. He's the founder of Tech Fleet, a community-led nonprofit helping provide fair access to tech careers and changing the possibilities of what tech careers can be.

Schedule

This is a lecture and discussion-based masterclass. We will meet 2 times a week (1 hour each time) for 2 weeks. Each week there will be discussions covering lecture and discussion for different topics.

Week 1

- Monday
 - Oct 21st @ 10a PST / 1p EDT / 5p UTC - Discussion 1
- Wednesday
 - Oct 23rd @ 5a PST / 8a EDT / 12p UTC - REPEAT Discussion 1
 - Oct 23rd @ 3p PST / 6p EDT / 10p UTC - Discussion 2
- Saturday
 - Oct 26th @ 8am PST / 11am EDT / 3p UTC - REPEAT Discussion 2

Week 2

- Monday
 - Oct 28th @ 10a PST / 1p EDT / 5p UTC - Discussion 1
- Wednesday
 - Oct 30th @ 5a PST / 8a EDT / 12p UTC - REPEAT Discussion 1
 - Oct 30th @ 3p PST / 6p EDT / 10p UTC - Discussion 2
- Saturday
 - Nov 2nd @ 8am PST / 11am EDT / 3p UTC - REPEAT Discussion 2

Tools Used for the Class

1. **Communication** - We're using Discord for announcements, file submission, help, and chats
2. **Class meetings** - We're using Discord for class meetings
3. **Documentation** - You can choose your tool of choice to document requirements. The example will be shown on Figjam and you are welcome to use Figjam to build your project or another tool of choice.

Communication

Classes and communication will be held in the Tech Fleet discord. We'll hold live streams in Discord and have chats in Discord.

Curriculum Outline

Week 1

1. Defining servant leadership
 - a. Leaders vs. managers
 - b. What makes an effective leader?
 - c. Leadership styles
2. Origin of servant leadership
3. Agile principles in leadership

Week 2

1. Acting day-to-day as a servant leader
2. Applying servant leadership to cross-functional teamwork
3. Dealing with hard situations as a servant leader
4. How to deal with conflict resolution on teams
5. Other pertinent topics as voted by the class

Homework Assignments

Homework 1

How do you navigate difficult conversations and working relationships in the world as a servant leader?

1. Read the article by Jared Spool called "Beans and Noses"
<https://articles.centercentre.com/beans-and-noses/>
2. Write a reflection paper (1 to 2 pages) that answers the following:
 - a. In what ways does this article and the "beans and noses" metaphor relate to servant leadership?
 - b. Describe a time when you faced your own "beans and noses" situation in a professional setting and tell the story of what happened.
 - c. How did you handle the situation at the time? How'd you react to the beans and noses?
 - d. In hindsight, after hearing the "beans and noses" metaphor and defining "servant leadership", what, if anything, would you do differently today in that situation?

Homework 2

What's your vision and roadmap for yourself as a servant leader?

Just like any good product owner maps out what they're moving towards, the problems they'll aim to solve, and where they're going as they iterate, so should you in your journey as a servant leader!

1. Identify your "true north": Create a vision board (copy the one from the class figjam) for you as a servant leader and fill out all the parts of the vision board that are described in figjam. You only need to make one vision board for this class's purpose.
<https://www.figma.com/board/yPJYUlh03vFFMH07G9NZ5/September-2024-Servant-Leadership-Masterclass?node-id=3410-1562&node-type=section&t=IJrSM9x0t7X3nUYw-0>
2. How are you planning to get there over the next year or two? Create a Gantt chart roadmap that outlines your stepped plans to get there (you can use the one I have on the class figjam or use your own)
<https://www.figma.com/board/yPJYUlh03vFFMH07G9NZ5/September-2024-Servant-Leadership-Masterclass?node-id=3410-1444&node-type=section&t=IJrSM9x0t7X3nUYw-0>
3. Write 3 to 5 "Key Performance Indicators" that will allow you to measure your success at intervals, and describe how you will measure success with the KPI's