

**Luminous Group Consulting LLC:**  
**Leveraging Action Learning Techniques**  
**in Pursuit of Authentic Agility**



A great deal of current management, strategy, organizational and technology books and papers suggest the development of approaches that are adaptable, agile, dynamic, foster transparency, reduce waste, increase collaboration, throughput & quality, amplify learning, and simultaneously develop a systemic view of the team and organization. For most organizations, exactly how to go about accomplishing these multivariate goals remains an interesting question.

We have seen a dramatic rise in many formal training classes which offer certifications to attendees in exchange for participation, yet we often find ourselves questioning whether such certifications support real understanding.

Our approach to these challenges is that people learn best by doing and dealing with real problems, issues, ideas, and challenges they face. For this reason, we have adopted an Action Learning approach where participants study their own actions and experience in order to improve individual, team, and cultural capability. This cultural capability is a prerequisite for an authentic agility. In conjunction with our collaborative partner Outformations, we use a game format, the *Agile Board Game*<sup>1</sup>.

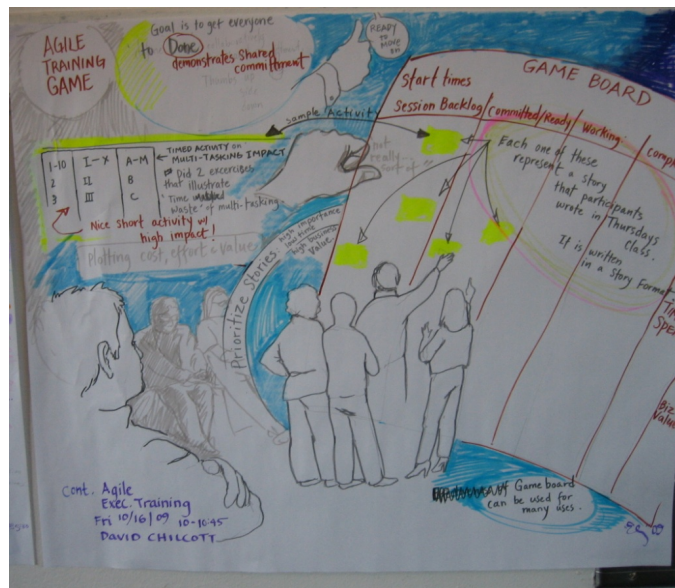


Figure 1 –A visual note of the Agile Board Game by Elizabeth McClellan (elizmcclellan@att.net)

The rationale behind our approach is to create a context where people throughout the organization can effectively learn about the benefits and challenges of adopting the principles, values and practices associated with Agile / Continuous Improvement in their organizations.

<sup>1</sup> The Agile Board Game was created by David Chilcott of Outformations and is shared under Creative Commons Attribution-Share Alike 3.0.

A unique aspect of our approach is that while many Agile training offerings target only software developers, ours instead abstracts the general principals, values, and practices found in Agile, Lean Thinking, and Continuous Improvement to all roles within the organization (which includes, for example, management, software development teams, knowledge workers and administrative staff).

At a Luminous Group Agile Learning Event, your team will bring real challenges, ideas, and work to the Agile Board Game and gain working experience of applying these to their work in a way that is meaningful and useful to them. This approach increases opportunity for personal insight and understanding while also allowing for forward movement with activities of important to the individual and team.

When playing the Agile Board Game, we explore such areas as:

- Delivering Value
- Measuring Progress
- Leveraging Constraints positively
- Risk reduction / Taking the right risks
- Responding to Changing Business Conditions
- Planning Philosophies
- Process Philosophies
- Communication Style
- Values – Drivers – Practices
- Team Structure
- Self-Organization
- Team Empowerment
- Using Feedback Loops Effectively

What makes our approach especially helpful is that we allow participants, within a wide set of parameters, to choose what they want to learn. Beyond some basic ground rules and a few base modules, the format of the board game is driven by the participants and their shared interests, and act of playing the game using real work as the material is itself an authentic cultural experience that supports deeper learning.

In the current climate, we believe our Action Learning approach to developing sound Agile / Continuous Improvement practices in modern organizations provides a great balance of cost-effectiveness, immediate and practical results, and most of all, introduces the practices in a fashion that most people find enjoyable.

If you are serious about bringing the benefits of adaptability into the practice of your organization, we believe our approach provides a solid basis from which to build. To find out more how a Luminous Group Agile Learning Event can help your organization build a plan to create an increasingly adaptive, agile, and innovative culture, contact us at +1-866-495-7354 or on [agile@luminousgroup.net](mailto:agile@luminousgroup.net).