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**SYLLABUS FOR
CERTIFIED AGILE LEADERSHIP
PROFESSIONAL (CALP)®**

Offered by: Global Institute for Leadership, Human Resources and Project Excellence (AGILE-HRP)®

PROGRAM DESCRIPTION

The **Certified Agile Leadership Professional (CALP)®** certification is designed for professionals who lead, manage, or facilitate organizational agility across teams, departments, or entire enterprises. As agility becomes a core leadership competency, this program empowers leaders to navigate change, foster innovation, and drive adaptive performance in fast-evolving environments.

CALP® integrates agile leadership principles, Lean thinking, Scrum/Agile frameworks, and change management models to equip participants with the practical skills and leadership mindset necessary to thrive in dynamic and uncertain business landscapes.

COURSE LEARNING OUTCOMES

Upon successful completion of the CALP® certification, participants will be able to:

1. Demonstrate understanding of agile leadership frameworks and how to apply them across various industries.
2. Create high-trust environments that promote collaboration, feedback, and psychological safety.
3. Facilitate agile team development, empowerment, and decentralized decision-making.
4. Apply systems thinking, adaptive leadership, and servant leadership to support agile transformation.
5. Lead change initiatives and foster agile culture and mindset throughout the organization.
6. Align agile practices with strategic objectives and measure outcomes using agile metrics.
7. Influence stakeholders, foster cross-functional collaboration, and remove barriers to agility.



TARGET AUDIENCE

- Agile Coaches and Scrum Masters
- Mid-level Managers and Team Leaders
- Change Agents and Transformation Leads
- HR and L&D Professionals
- Business Unit Heads
- Executives launching Agile initiatives

EMPLOYMENT OUTLOOK (U.S. BUREAU OF LABOR STATISTICS):

According to the U.S. Bureau of Labor Statistics, management-level jobs are projected to grow 5% between 2022 and 2032, with over 1.1 million new job openings expected. Agile leadership roles, in particular, have seen a 43% increase in demand over the past five years, with Scrum and Agile-certified managers earning a median salary of \$134,000 in the U.S. (LinkedIn Workforce Report, 2024).

CAREER PATHS FOR CALP® HOLDERS:

- Agile Transformation Manager
- Team or Program Manager (Agile Programs)
- Scrum Product Owner / Scrum Master (Advanced Track)
- Organizational Change Consultant
- Business Agility Coach
- Chief Agility Officer
- Lean Portfolio Manager



MODULES AND SUBMODULES

Module 1: Foundations of Agile Leadership

- 1.1 Principles of Agile and the Agile Manifesto
- 1.2 The Role of Leadership in Agile Environments
- 1.3 Adaptive Leadership vs. Traditional Leadership

Module 2: Agile Mindset and Cultural Transformation

- 2.1 Growth Mindset and Servant Leadership
- 2.2 Psychological Safety and Team Empowerment
- 2.3 Building Agile Culture and Resilience

Module 3: Leading High-Performance Agile Teams

- 3.1 Agile Team Structures and Dynamics
- 3.2 Motivation and Feedback Loops
- 3.3 Coaching, Mentoring, and Conflict Resolution

Module 4: Agile Frameworks and Methodologies

- 4.1 Scrum, Kanban, SAFe, and LeSS
- 4.2 Choosing the Right Framework
- 4.3 Agile at Scale – Implementation and Risks

Module 5: Organizational Agility and Systems Thinking

- 5.1 Systems Thinking for Leaders
- 5.2 Lean Thinking and Continuous Delivery
- 5.3 Value Streams and Flow Efficiency

Module 6: Strategic Agility and OKRs

- 6.1 Aligning Agile with Business Goals
- 6.2 Measuring Agile Performance – KPIs and OKRs
- 6.3 Agile Budgeting and Resource Prioritization

Module 7: Change Leadership in Agile Environments

- 7.1 Change Models (Kotter, Lewin, ADKAR)
- 7.2 Leading with Influence and Clarity
- 7.3 Overcoming Resistance to Agile Change

Module 8: Agile Governance and Compliance

- 8.1 Regulatory Considerations in Agile Settings
- 8.2 Risk Management in Agile Delivery
- 8.3 Documentation and Audit in Agile

Module 9: Digital Leadership and Agile Technology

- 9.1 Agile in Digital Transformation
- 9.2 Agile Tools (Jira, Trello, Azure DevOps)
- 9.3 Technology Trends (AI, Cloud, DevOps)

Module 10: Sustainability and Agility

- 10.1 Sustainable Agile Practices
- 10.2 Diversity, Equity, and Inclusion in Agile Teams
- 10.3 Long-Term Agility and Continuous Learning

CERTIFICATION EXAM DETAILS

- **Exam Format:** 100 Multiple Choice Questions
- **Duration:** 90 minutes
- **Passing Score:** 70%
- **Delivery Mode:** Online, proctored exam
- **Retake Policy:** One retake allowed within 3 months at no extra cost

CERTIFICATION TESTING OUTCOMES

The CALP® exam is designed to assess skills and competencies, not just theoretical knowledge. It tests the candidate's ability to:

- Apply agile leadership principles in real-life scenarios
- Demonstrate agile decision-making under complexity
- Evaluate team dynamics and cultural change indicators
- Use agile tools and metrics to measure transformation
- Design agile strategies aligned with business goals



ACCREDITATION AND RECOGNITION

The **CALP® certification** is recognized globally across industries, including technology, healthcare, finance, education, and government. AGILE-HRP® accredits it and aligns with **ISO 17024** for competency-based professional certification. It is also valued in both public and private sectors for leadership roles requiring change agility and innovation focus.

CERTIFICATION DELIVERABLES

- Digital CALP® Certificate (Hard Copy on request)
- Official Global Registry Listing under AGILE-HRP®
- LinkedIn Digital Badge and Shareable Credential
- Certificate of Exam Completion with Scores
- Access to Alumni Leadership Development Resources

PROGRAM FORMAT

- **Estimated Time:** 6–8 weeks
- **Mode:** 100% Online (Self-paced or cohort-based)
- **Continuing Education Credits:** 30 CEUs

ELIGIBILITY REQUIREMENTS

- Bachelor's degree or equivalent professional experience
- OR At least 3 years in team leadership or project coordination
- Resume/CV and application form submission

NEED ASSISTANCE?

For queries or certification support:

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