

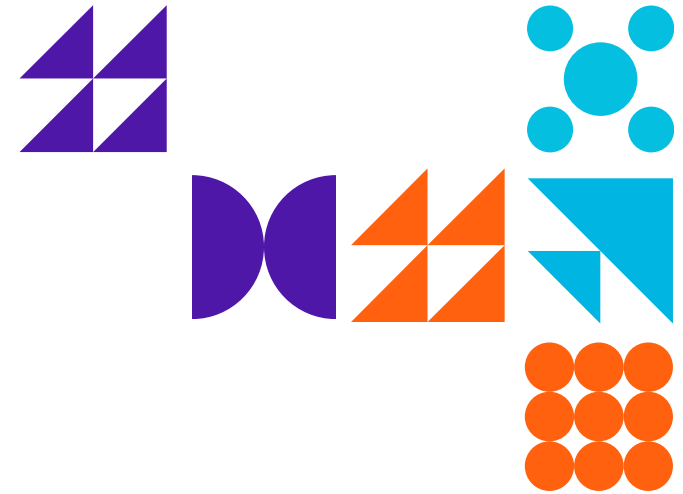


Agile Certifications – Let's Continue Our Conversation...

Guest Speakers:

Nitin Khanna, PMI NJ Chapter

Bob Phillips, PMI NJ Chapter



Introductions!

This interactive session provides the knowledge, opinion and expertise of two Agile enthusiasts!

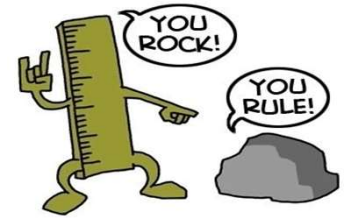
Bob Phillips – MBA, PMP, PMI-ACP, ICE-AC (ICP-ACC/ATF), CSP (CSM+CSPO), CLP, Scrum@Scale, SA

- Lead Scrum Master / Agile Coach currently leveraging Scrum to manage transformations
- Helped many teams transform from Waterfall to Agile
- Very passionate about agile and how it can help teams thrive when it's supported and done correctly!

Nitin Khanna – PMI-ACP; ICP-ACC/TF; CSP (ACM+ACSP0); PSPO III; PSM III, PSD I; PSU; S@S; LeSS; former SPC; Current SSM, POPM, SDP and more...!!! *Do we need more?!*

- Enjoys working with teams and challenging them to reflect
- Successful agile adoptions at Financial institutes, Pharma and more
- Seen struggling implementations, thriving implementations as well as hyper productive teams

✓ Notice the palindromes? – 2 perspectives 1 philosophy!
It works!



Talking Points

- **Introductions**
- **Scrummy Timelines**
- **Knowledge Vs. Competency Based Certifications**
- **“Who is Who?”**
- **Scrum Alliance Roadmap**
 - **CTC & CEC Pause**

- **Large Scale Scrum (LeSS)**
- **ScrumInc.**
- **Scrum.Org**
- **Project Management Institute (PMI) ACP**
- **Scaled Agile (SAFe)**
- **DAD | A Visual**
- **Agile Alliance joins PMI**

- **Scaling | Some Industry Findings**

- **So what’s your path?**



Scrummy Timelines

- 1986 Harvard Business Review article
- 1993 First implemented by Dr. Jeff Sutherland at Easel Corp
- 1996 Scrum techniques published at conferences
- 2001 Feb | Agile Manifesto written via the Agile Alliance

- 2001 Scrum Alliance established
- 2002 Scrum Certification established
- 2005 Large-Scale Scrum (LeSS) established via Craig Larman & Bas Vodde

- 2006 Dr. Jeff Sutherland establishes ScrumInc.
- 2009 Ken Schwaber establishes Scrum.org

- 2011 PMI Agile Certification Created
- 2011 Scaled Agile (SAFe) established
- 2011 Disciplined Agile Delivery (DAD) established
- 2019 August | PMI acquires DAD
- 2024 December | Agile Alliance joins PMI

- 2025 Nitin Khanna & Bob Phillips talk about Agile Certifications (again!)



Jeff Sutherland

Ken Schwaber



Knowledge Vs. Competency Based Certifications

Audience Question?



What are –

**Knowledge based
Vs.
Competency based certifications or (credentials)?**

(Feel free to also write something in the chat at any time.)

History | ScrumAlliance



“Who is Who?”

Let's start on a lighter note! A few years ago, Nitin found similarities between the DreamWorks animation “Madagascar” and his journey into Agile certifications.



<https://youtu.be/0c0i6LHNvfl?si=vmuzG2E0HoLlOfdv>

Play video from 1:21 thru 2:12



ScrumAlliance Certifications > A Visual

Foundational & Advanced Certifications →



Foundational & Advanced Certifications →



Foundational & Advanced Certifications →



Leadership Level Certifications →



Guide / Trainer Level Certifications →



<https://www.scrumalliance.org/get-certified>



[Has also introduced Micro Credentials](#)
(Members | About \$63.75 each)

ScrumAlliance Certifications > CTC & CEC pause



Competency



Log in 

****Scrum Alliance will no longer be accepting applications to become a CTC starting on January 6, 2025 at midnight UTC**. [Contact us](#)**



Scrum Alliance Certified Team Coach® (CTC)



Log in 

****Scrum Alliance will no longer be accepting applications to become a CEC starting on January 6, 2025 at midnight UTC**. [Contact us](#)**



Scrum Alliance Certified Enterprise Coach™ (CEC)

<https://www.scrumalliance.org/get-certified>



[Has also introduced Micro Credentials](#)

ScrumInc. Certifications > A Visual

Foundational & Advanced Certifications →



Leadership Level Certifications →



Registered Scrum@Scale Practitioner



Scaling / Trainer Level Certifications →



<https://www.scruminc.com/scrum-training/scrum-courses-list>

Scrum.Org Certifications > A Visual

Foundational & Advanced Certifications →



Foundational & Advanced Certifications →



Foundational & Advanced Certifications →



Leadership Level Certifications →



Guide / Trainer Level Certifications →



<https://www.scrum.org/professional-scrum-certifications>

[Has also introduced Skills Credentials](#)



PMI-ACP | Current & Some Historical Notes

Key Dates

- 23 May 2011: PMI will begin accepting and reviewing applications for the PMI-ACPSM
- September 2011: The PMI-ACP examination will be available
- Q4 2011: The first PMI-ACP certifications will be awarded to successful pilot candidates

[NK Note] Requirements eased up March 26, 2012.

A few “PMIsm’s” in the area of Scrum

Cost of exam = about \$435 for PMI members, \$495 for non-members.

Note: Some training institutes combine training for CSM & the PMI-ACP (3-day course.)

PMI Agile Certified Practitioner (PMI-ACP)[®]

Member price \$435 Full price \$495

Is PMI-ACP Right for You?

Path to Certification

How to Prepare

Testimonials

Maintenance

Eligibility requirement

- Secondary degree, such as a high school diploma, GED (general educational development), or global equivalent
- 24 months/ 2 years of agile experience within the last 5 years (a current PMP[®] satisfies this requirement but is not mandatory)
- 28 hours of training in agile practices, frameworks, and methodologies (21 hours will be accepted until 31 March 2025). Candidates with a third-party certification or who have completed a GAC core project management course, are pre-approved to fulfill this requirement.

Not ready for certifications?

Check out additional PMI professional development to build your skills.

Explore Learning →

Explore Webinars →

<https://www.pmi.org/certifications/agile-ACP>



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PMI Agile Certification Eligibility Requirements

Requirement	Description
General Project Experience	<ul style="list-style-type: none"> ▪ 2,000 hours working on project teams ▪ These hours must be earned within the last 5 years ▪ Active PMP® or PgMP® will satisfy this requirement
Agile Project Experience	<ul style="list-style-type: none"> ▪ 1500 hours working on agile project teams or with agile methodologies ▪ These hours are in addition to the 2,000 hours required in “general project experience” ▪ These hours must be earned within the last 3 years
Training in Agile Practices	<ul style="list-style-type: none"> ▪ 21 contact hours ▪ Hours must be earned in agile practices
Examination	<ul style="list-style-type: none"> ▪ Tests knowledge of agile fundamentals







Scaled Agile (SAFe) Certifications > A Visual

New to SAFe →

<p>New to SAFe</p>  <p>SA SAFe 6</p> <p>Agility Leader LEADING SAFe (SA)</p> <p>For executives and leaders driving organizational change.</p>	<p>New to SAFe</p>  <p>SP SAFe 6</p> <p>Agile Practitioner SAFe FOR TEAMS (SP)</p> <p>For team members working in SAFe environments.</p>	<p>New to SAFe</p>  <p>ASE 2024 SAFe 6</p> <p>Agile Software Engineer SAFe FOR SOFTWARE (ASE)</p> <p>For technical contributors and architects.</p>	<p>New to SAFe</p>  <p>HW SAFe 6</p> <p>Agile Hardware Systems Engineer SAFe FOR HARDWARE (HW)</p> <p>For hardware development professionals.</p>
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Already Familiar →

<p>Already familiar</p>  <p>SSM SAFe 6</p> <p>Agile Scrum Master SAFe SCRUM MASTER (SSM)</p> <p>For team-level Agile coaches.</p> <p>Learn more</p>	<p>Already familiar</p>  <p>POPM SAFe 6</p> <p>Agile Product Owner/Product Manager SAFe PRODUCT OWNER (POPM)</p> <p>For product management professionals.</p> <p>Learn more</p>	<p>Already familiar</p>  <p>RTE SAFe 6</p> <p>Agile Release Train Engineer SAFe MANAGEMENT (RTE)</p> <p>For program-level Scrum Masters.</p> <p>Learn more</p>	<p>Already familiar</p>  <p>LPM SAFe 6</p> <p>Lean Portfolio Manager SAFe PORTFOLIO MANAGEMENT (LPM)</p> <p>For portfolio strategists and investment decision makers.</p> <p>Learn more</p>
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<https://scaledagile.com/certification/>

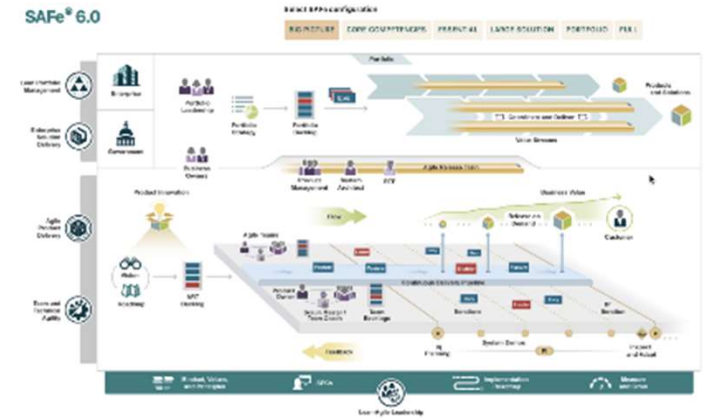
[Has also introduced Micro Credentials](#)
(About \$64 each)



Scaled Agile (SAFe) Certifications > Another Visual

Ready to Lead →

<p>Ready to lead</p>  <p>Practice Consultant Teaching SAFe PRACTICE CONSULTANT-T (SPCT) For elite-level SAFe trainers.</p> <p>Learn more</p>	<p>Ready to lead</p>  <p>Advanced Practice Consultant SAFe ADVANCED SPC For experienced SPCs driving transformation.</p> <p>Learn more</p>	<p>Ready to lead</p>  <p>Advanced Scrum Master SAFe ADVANCED SSM For experienced Scrum Masters.</p> <p>Learn more</p>
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SAFe Government Practitioner

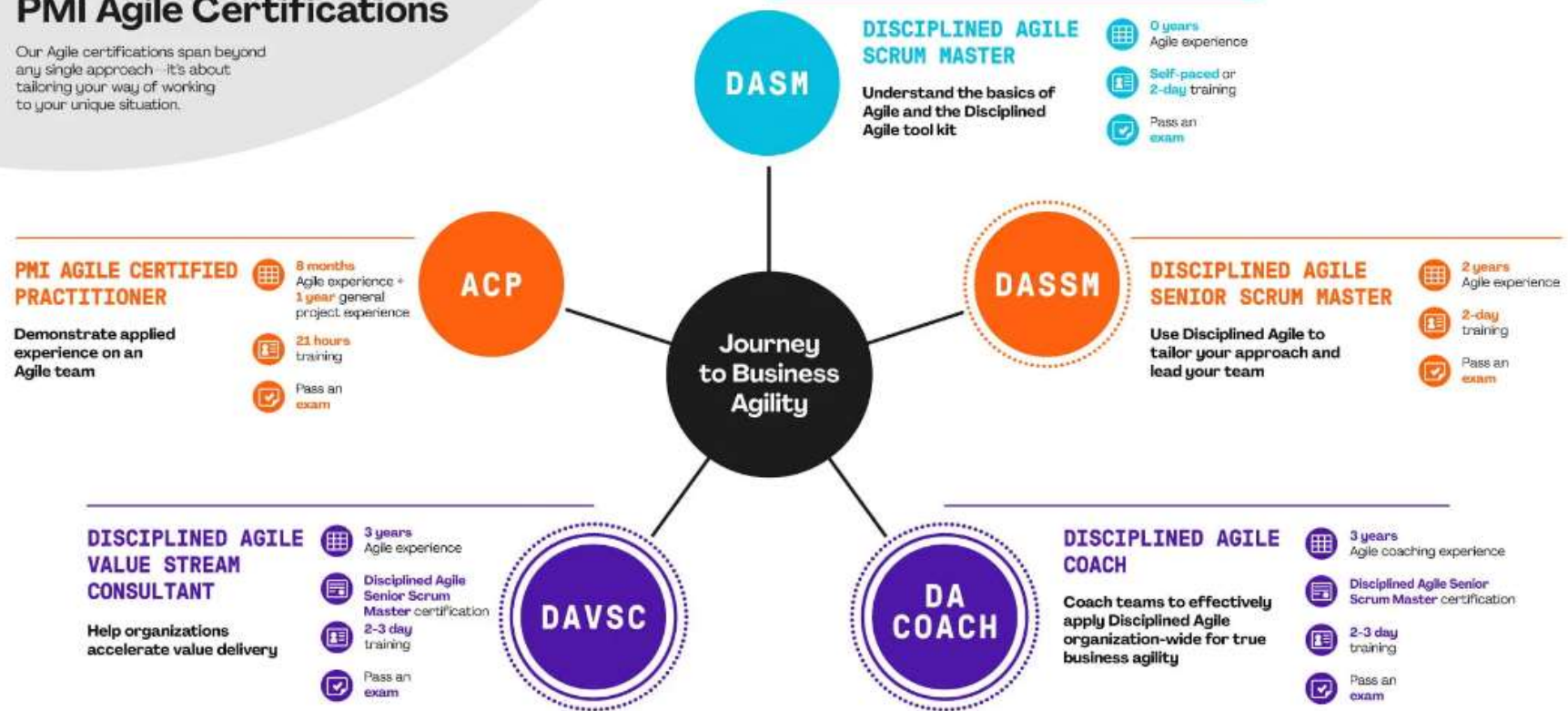
<https://scaledagile.com/certification/>



DAD | PMI Agile Certifications > A Visual

True Business Agility starts here. PMI Agile Certifications

Our Agile certifications span beyond any single approach - it's about tailoring your way of working to your unique situation.

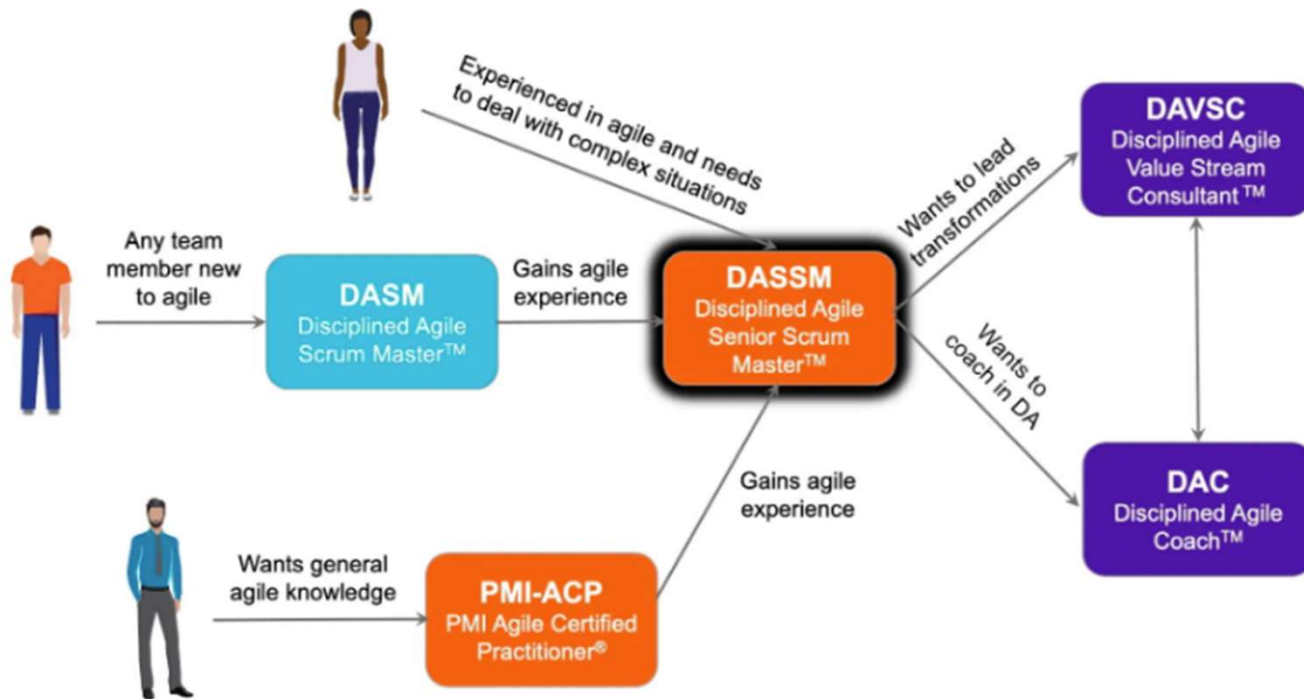


<https://www.pmi.org/certifications/agile-certifications>



PMI Agile Certifications > Another Visual

Your PMI Agile Learning Journey



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<https://www.pmi.org/certifications/agile-certifications>



Dec. 2024 | Agile Alliance joins PMI



The agreement marks the beginning of a new phase of global development for Agile Alliance, now operating as PMI Agile Alliance. Together, PMI and PMI Agile Alliance, global leaders in the project and Agile communities create greater opportunities for professionals worldwide to maximize the value delivered through projects, product delivery, and transformations.

Explosion Vs. Enlightenment ?!



OR

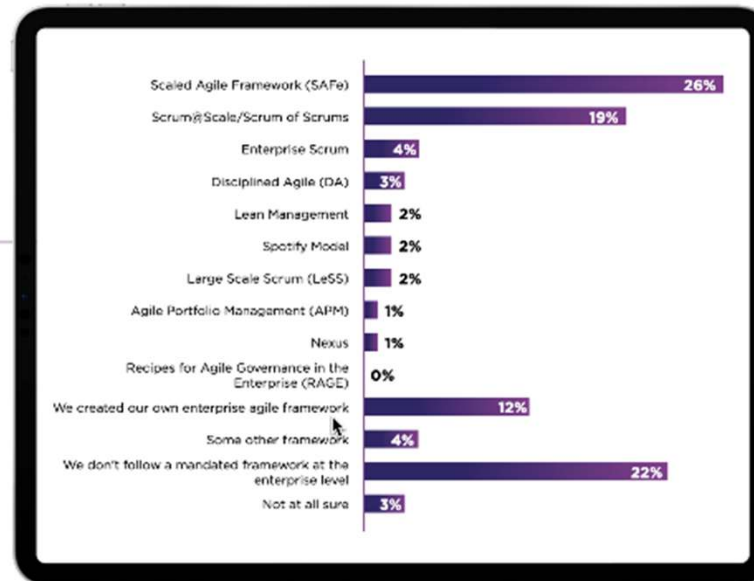


Some Industry Findings > Flavors & Usage of Scale

One-quarter of respondents say the Enterprise Agile framework their organization follows is SAFe, one in five follow Scrum@Scale/Scrum of Scrums, and over one in five do not follow a mandated framework at the enterprise level.

Those in medium and large companies are more likely than those in small ones (27% & 34% vs. 15%), and those in North America are more likely than those in other areas (32% vs. 20%) to say they follow SAFe.

The remainder of the Agile landscape continues to be very fragmented:



4%

use enterprise Scrum

4%

use "some other framework"

3%

The percentages become tiny after that. Suffice to say that the use of every single Agile framework declined year over year except Disciplined Agile, which stayed steady at 3%.

Competency | Professional Coaching Credentials

ORSC Series

Courses that follow the Introductory Course



THE CO-ACTIVE COACHING MODEL

A proven, evidence-based, and effective coaching methodology based on the Co-Active Framework, helping others apply the principles and practices to their life and leadership.

[LEARN MORE](#)



THE CO-ACTIVE LEADERSHIP MODEL

A leadership development model based on the Co-Active Framework helps individuals or organizations increase engagement, fulfillment, and performance through omnidirectional influence.

[LEARN MORE](#)

Competency | Professional Coaching Credentials > w/ Agility



So, what's your path? Some thoughts...

Just ONE Potential Path --

0. Determine whether you're looking for a competency-based credential OR a knowledge-based certification right now.
1. Knowledge | Obtain a basic Scrum Certification (CSM or PSM I or Registered Scrum Master) and start working with a team(s).
2. Pursue more advanced certifications:
 - a) Consider the (A-CSM / CSP) or (PSM II / PSM III) to get a deeper understanding of Scrum that you will use to help your team(s).
 - b) Consider the PMI-ACP to broaden your knowledge about agile practices beyond Scrum.
3. Pursue the ICP-ATF/ACC if you want to move toward Agile Coaching and work with more teams.
4. See where you are and keep on learning new things.



Some other thoughts and tips...

PMI --

- Has evolved the PMI-ACP certification (very broad)
- PMI NJ Is amongst the top 5 by membership in the world

Scrum.Org offers –

- Free assessments online
- The ability to get certified without talking in-person courses
- A 1-time fee for lifelong certifications (once certified)

ScrumAlliance offers –

- Amongst the first to recognize and offer professional coaching in Agility

SAFe offers –

- Very detailed courses based on roles
- Has a course that may benefit Government personnel



Time permitting | “Who is Who”

Let's also end on a lighter note!

<https://youtu.be/0c0i6LHNvfl?si=vmuzG2E0HoLlOfdv>

Play video from 2:12 thru 3:15



Questions | Open Forum



 **Next Session: April 30, 2025** 



THANK YOU

This presentation is eligible for:

- **PMI:** 1.0 PDU (Ways of Working)
PDU Claim Code: **C02036UGQ3**
- **Scrum Alliance:** 1 SEU (Learning)

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