

# Agile Training and Certifications – A Conversation Starter

Presented September 17, 2013

\*Updates in September 2016, June 2019

**Nitin Khanna, Agile Coach & Practitioner**

PMI-ACP, CSP-PO, CSP-SM

PSM (III), PSPO (II), PSD (I), PAL (I)

LeSS | Nexus “Plank Owner” | SPC

ICP-ACC/ATF | ORSC Series | CTI

**Strengths Finder:** Connectedness, Harmony, Positivity, Intellection, Learner.

# Agenda (about 30+15 minutes)

- **Scrum Timelines**
- **How long have we been practicing agility?**
- **Scrum Alliance Roadmap**
- **Scrum.Org**
- **Scrum Alliance -- Certified Scrum Professional (CSP-SM | CSP-PO)**
- **PMI-ACP**
- **Scrum Master – Some Comparisons**
- **Product Owner – Some Comparisons**
- **Scrum developer – Some Comparisons**
- **Scaling Scrum > Further Training**
- **Newer Certifications**

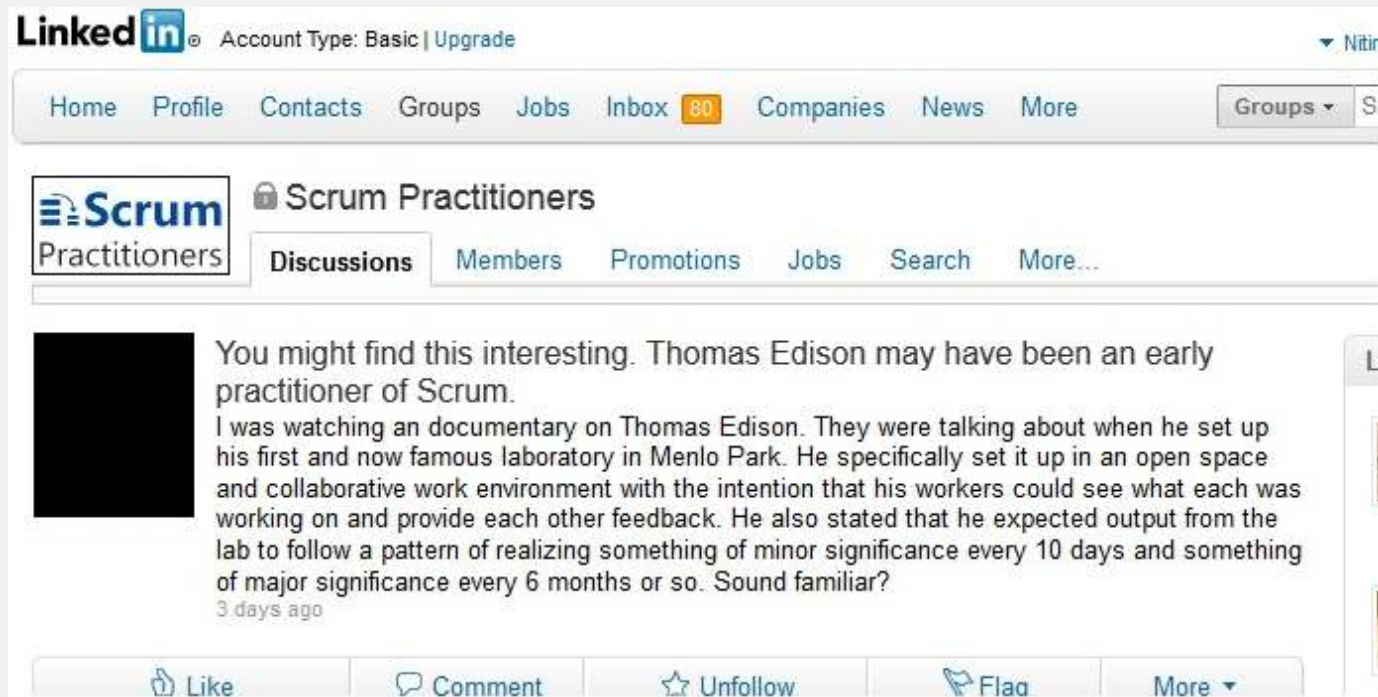


# Some Scrum Timelines

- 1986 Harvard Business Review article
- 1996 Scrum techniques published at conferences
- 2001 Agile Manifesto
- 2004 Scrum Alliance
- 2009 Ken Schwaber establishes Scrum.org
- 2011 PMI establishes the PMI-ACP in 2011 (Q4)
- 2018 April | ScrumAlliance reshapes CSP  
(*CSP-PO, CSP-SM*)
- 2018, 2019 Scrum.Org establishes PSK, PSU



# Wait – how long have we been practicing agility?



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You might find this interesting. Thomas Edison may have been an early practitioner of Scrum.

I was watching an documentary on Thomas Edison. They were talking about when he set up his first and now famous laboratory in Menlo Park. He specifically set it up in an open space and collaborative work environment with the intention that his workers could see what each was working on and provide each other feedback. He also stated that he expected output from the lab to follow a pattern of realizing something of minor significance every 10 days and something of major significance every 6 months or so. Sound familiar?

3 days ago

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- In 2010 Gartner predicted that by the end of 2012, 80% of organizations involved in software delivery will be using Agile practices.
  - [www.gartner.com/DisplayDocument?id=1244514](http://www.gartner.com/DisplayDocument?id=1244514)
- Based on other sources (Version One Survey), Scrum and XP are in the lead.
- Note – the discussion on a public forum reveals that Edison may have been close to Scrum, but not following it entirely. Scrum does have a few rules which are specific.

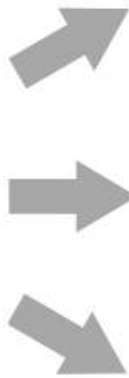
# Scrum Alliance Possibilities

## Foundational & Advanced Certifications

The progressive course model offers a staged, two-year journey that allows participants to choose an educational track that improves core Scrum knowledge, builds skill sets, and provides the necessary tools to evolve as an Agile practitioner, from Scrum foundations to advanced practice



# Scrum Alliance Possibilities



## CST

As a **Certified Scrum Trainer**, you'll help others understand the principles and values that form the foundation of Scrum. And you'll grow as an individual and professional as you find creative ways to help organizations, and your peers adopt this Agile framework and capitalize on its benefits.



## CEC

Scrum Alliance **Certified Enterprise Coaches<sup>SM</sup> (CECs)** are Scrum experts in both theory and practice. They have in-depth understanding of the practices and principles of Scrum and real-world experience in actual Scrum organizations. As a CEC, you will help companies navigate the difficult process of becoming an Agile organization.



## CTC

A **Certified Team Coach** works with Scrum teams, stakeholders, and management to improve performance and outcomes. Unlike a ScrumMaster®, a Certified Team Coach works across multiple teams. And unlike a Certified Enterprise Coach, a Certified Team Coach focuses on a subset of an organization in a project or program, or across multiple teams.

**Note:** The Certified Scrum Coach (CSC) was revamped to the Certified Team Coach (CTC) and the Certified Enterprise Coach (CEC). This happened in January 2016.

Former CSC's were designated as CEC's.

# Scrum.Org

## PROFESSIONAL SCRUM FOUNDATIONS



Hands-on training for anyone looking to start Scrum or reboot their struggling team. Builds the foundation.

[LEARN MORE](#) →

## PROFESSIONAL SCRUM MASTER



In-depth training for Scrum Masters and experienced practitioners needing more advanced instruction.

[LEARN MORE](#) →

## PROFESSIONAL SCRUM DEVELOPER



Students work as part of a self-organizing team to learn how to use ALM tools (.NET or Java) and software development best-practices in Scrum.

[LEARN MORE](#) →

## PROFESSIONAL SCRUM PRODUCT OWNER



Teaches people how to maximize the ROI and optimize the Total Cost of Ownership of products and systems.

[LEARN MORE](#) →

Also offers PSM II, III and PSPO II

Instructors are known as Professional Scrum Trainers (PSTs)  
Course on Scaling introduced December 2014 (slides ahead)

# PMI – Agile Certified Practitioner (ACP)

## Key Dates

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

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 Certification Eligibility Requirements

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



# ScrumAlliance – Certified Scrum Professional (CSP)

## Value of Becoming a Certified Scrum Professional (CSP)

Taking a course introduces you to the basic concepts, practices, and principles you need to fulfill your role on the Scrum team. But there are certain things about an agile approach like Scrum that are only learned through time, experience, and continuous learning. If you are an active CSM, CSPO, or CSD who has reached that next level of experience and expertise in the art of Scrum, have your expertise recognized by earning the Certified Scrum Professional credential.

## ~~Two Ways to Get CSP Certified. Pick One!~~

**Update: The exam option phased out January 31, 2014.**

Because every Scrum practitioner is unique, you now have a choice in how you can satisfy the requirements for the CSP credential. Beginning in 2013, we've introduced an alternative method to our CSP exam process. It's currently a pilot program based on a professional development approach called Scrum Education Units (SEUs).

Exam Option (official program)	SEU Option (pilot program)
<ol style="list-style-type: none"><li>1. Be a CSM, CSPO or CSD in good standing</li><li>2. Have a minimum of 2000 hours of Scrum-related work in the past two years</li><li>3. Take 150-question proctored exam</li><li>4. \$300 examination fee</li></ol>	<ol style="list-style-type: none"><li>1. Be a CSM, CSPO or CSD in good standing</li><li>2. Have a minimum of three years of successful Agile/Scrum work experience in the past five years</li><li>3. Gather 60 Scrum Education Units (SEU)</li><li>4. \$150 application fee</li></ol>

# Scrum Master – Some Comparisons

	<b>CSM</b>	<b>PSM I</b>	<b>PSM II</b>
<b>Organization</b>	ScrumAlliance	Scrum.Org	Scrum.Org
<b>Cost</b>	About \$1200	About \$1200	N/A
<b>Course Required?</b>	Yes*	No	N/A
<b>Course Duration</b>	2 days	2 days	N/A
<b>Track</b>	N/A	N/A	N/A
<b>Assessment Fee</b>	Included	\$150	About \$500
<b>Prerequisite?</b>	None	None	PSM I Pass with 85%
<b>Minimal Score Needed</b>	24/35 (Multiple Choice)	85% (Multiple Choice)	85% (Multiple Choice & essay)
<b>Test Duration</b>	1 Hour	1 Hour	2 Hours
<b>Certification Acquired</b>	CSM	PSM I	PSM II
<b>Certification Expire?</b>	Yes	No	No
<b>PDU Eligible Course?</b>	Yes	Yes	Yes

Note: PSM I can be taken online for the assessment fee. No in-person class participation needed. Scrum.Org also has a PSM III assessment. (Existing PSE's were converted to PSM III's July 2016.)



# Scrum Master – Some Comparisons

**\*Note:**

People considering the CSM need not take a mandatory 2-day class. See the correspondence from ScrumAlliance below (2016) –

**Kelli Davis, Aug 19, 07:50 MDT:**

Hello Nitin,

Thanks for contacting us.

A CEC can recommend individuals for CSM and CSPO certification through 25 hours of face to face training: <https://www.scrumalliance.org/certifications/cec-certification>

Please let me know if you need further assistance.

Regards,

Kelli Davis

Membership Services Representative



# Product Owner– Some Comparisons

	<b>CSPO</b>	<b>PSPO I</b>	<b>PSPO II</b>
<b>Organization</b>	ScrumAlliance	Scrum.Org	Scrum.Org
<b>Cost</b>	About \$1200	About \$1200	N/A
<b>Course Required?</b>	Yes	Yes	N/A
<b>Course Duration</b>	2 days	2 days	N/A
<b>Track</b>	N/A	N/A	N/A
<b>Assessment Fee</b>	N/A	Included	About \$300
<b>Prerequisite?</b>	None	None	PSPO I Pass with 85%
<b>Minimal Score Needed</b>	N/A	85% (Multiple Choice)	85% (Multiple Choice & essay)
<b>Test Duration</b>	N/A	1 Hour	2 Hours
<b>Certification Acquired</b>	CSPO	PSPO I	PSPO II
<b>Certification Expire?</b>	Yes	No	No
<b>PDU Eligible Course?</b>	Yes	Yes	Yes

Update: The PSPO I is now an open assessment and doesn't need a mandatory in-person class. Approx.. cost US \$200.



# Scrum Developer– Some Comparisons

	<b>CSD</b>	<b>PSD I</b>	<b>PSD+</b>
<b>Organization</b>	ScrumAlliance	Scrum.Org	Scrum.Org
<b>Cost</b>	Aprox. \$2000	Aprox. \$3000	Aprox. \$3000
<b>Course Required?</b>	Yes	Now Open*	Yes
<b>Course Duration</b>	3+(1+1)	3	5
<b>Track</b>		.Net OR JAVA	.Net OR JAVA
<b>Assessment Fee</b>		Included	Included
<b>Prerequisite?</b>	None	None	None
<b>Minimal Score Needed</b>		85%	85%
<b>Test Duration</b>	1 hour	1 hour	1 hour
<b>Prerequisite?</b>	None	None	None
<b>Certification Acquired</b>	CSD or CSD+CSM	PSD I	PSD I
<b>Certification Expire?</b>	Yes	No	No
<b>PDU Eligible Course?</b>	Yes	Yes	Yes

Update: The PSD I is now an open assessment and doesn't need a mandatory in-person class. Cost \$200.

~~PSD II to be launched 2015.~~



# Comparing CSP Vs. PMI-ACP

Animation | Section 47:20 (Time and technology permitting).

Note: For those not attending in person, the animation is not embedded in this deck.

# Scaling Scrum > Further Training

## Cautionary Note:

Cloning 1 sheep may be fine; However, cloning a multitude of sheep gets right into the DNA – if there are challenges in a few, there will be in many.

The next slides are just to bring awareness to what is being offered in the Industry. A true comparison is not going to be in this deck.

- LeSS via Craig Larman and Bas Vodde
- Scaled Professional Scrum (Nexus) via Ken Schwaber and Scrum.Org
- Scrum@Scale via Dr. Jeff Sutherland and ScrumInc.
- Scaled Agile Academy (SAFe) via Dean Leffingwell

# Scaling Scrum > Further Training

## Large Scale Scrum (LeSS) via Craig Larman and Bas Vodde

- I noticed courses appearing via ScrumAlliance web site around February 2015
- Certified LeSS Practitioner: Principles to Practices
  - 3-day course
  - Approx. US \$2,900
- Certified LeSS for Executives: Principles, Organization, and Change
  - 2-day course
  - Approx. US \$2,600
- There is also a certified Less Basics course
  - 1-day course
  - Approx. US \$895
- <http://less.works/courses/find-a-course.html>





# Scaling Scrum > Scaled Professional Scrum (SPS)



## Prove Your Knowledge of Scaling Scrum and the Nexus Framework

An intermediate-level assessment, Scaled Professional Scrum™ (SPS) is available to anyone who wishes to validate his or her depth of knowledge of the scaling Scrum and the Nexus Framework. Those that pass this assessment will receive the industry recognized SPS certification that demonstrates their mastery of the content.

Course started in December 2014.  
Approx. cost US \$1,500 – US \$1,800.

More on the SPS training datasheet at –  
<https://www.scrum.org/resources/scaled-professional-scrum-training-datasheet>



# Scaling Scrum > Further Training

**Scrum@Scale (S@S)** via ScrumInc (created by Dr. Jeff Sutherland)

- I noticed ScrumAlliance acknowledging S@S April 2018
- Certified Scrum@Scale Practitioner (CSaSP)
  - 2-day course
  - Approx. US\$ 2,000
- <https://www.scruminc.com/certified-scrum-at-scale-training/>



# Scaling Scrum > Further Training

## Scaled Agile Academy (SAFe) via Dean Leffingwell

- Multiple courses and price points
- <http://www.scaledagileacademy.com/?page=WhichCertification>
  
- **SAFe Program Consultant (SPC) designation –**
  - 4-day course
  - Approx.. US \$ 3,500
  - Annual renewal US \$895
  
- <https://www.scaledagile.com/certification/courses/implementing-safe/>



Implementing SAFe (4.6)

# Scrum.Org > Newer Certifications

## Professional Scrum AGILE LEADERSHIP

### PAL



The Professional Agile Leadership Assessment validates and certifies your knowledge of how agility adds value and why leadership understanding, sponsorship, and support of Agile practices are essential.

## Professional Scrum WITH KANBAN

### PSK



The Professional Scrum with Kanban Assessment validates and certifies your knowledge of how Scrum Teams can use Scrum with Kanban to support value creation, measurement and delivery.

Professional Scrum with User Experience is the latest offering by Scrum.Org (see below).  
No open assessment as of June 2019.



## COURSE OVERVIEW

Students will leave the class understanding how to reconcile UX work with Scrum essentials like the Definition of "Done", Backlog prioritization and delivering "Done" Increments every Sprint. You will learn how to handle design work that may extend beyond a single Sprint, continuing to deliver value each and every Sprint using Scrum.

# ScrumAlliance > Newer Certifications

## Agile Leadership

Certified Agile Leadership (CAL) program is for leaders who seek to enhance their workplaces with a culture of agility with Agile values, practices, and metrics.

<https://www.scrumalliance.org/get-certified/agile-leadership/cal-1>



### Certified Agile Leadership I

The first of two phases that make up this credential, focusing on leadership in an Agile context, the Agile organization, and Agile approaches to change.

Prerequisite: none

[Find a course →](#)



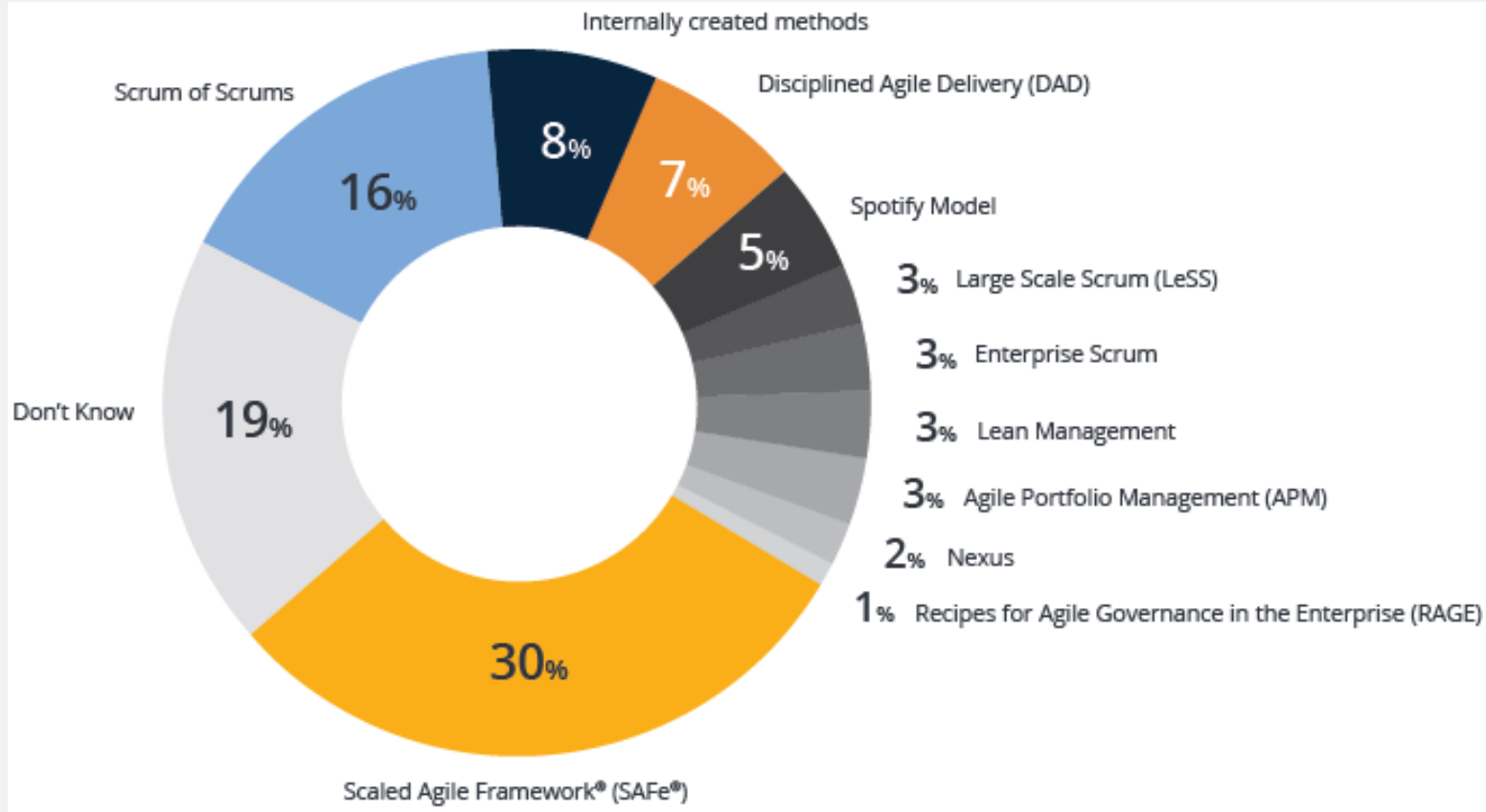
### Certified Agile Leadership II (Certification)

The second of two phases in this credential. Deep dive into these topics with practice applying principles in a peer workshop.

Prerequisite: active CAL 1

[Find a course →](#)

# 13<sup>th</sup> annual State of Agile Survey Report



13<sup>th</sup> Annual State of Agile (via CollabNet VersionOne) reveal trends in scaling.

[www.stateofagile.com](http://www.stateofagile.com)



Questions?



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