

# SCRUM ALLIANCE® CERTIFIED SCRUM PROFESSIONAL® SCRUMMASTER (CSP®-SM)

## Learning Objectives

Updated December 2020



## INTRODUCTION

### Purpose

This document describes the Learning Objectives (LOs) that must be covered in a Certified Scrum Professional-ScrumMaster offering.

### Scope

Students attending a CSP-SM offering should expect that each Learning Objective identified in this document will be covered. The CSP-SM Learning Objectives fall into the following categories:

1. Lean, Agile, and Scrum
2. Scrum Master Core Competencies
3. Service to the Development Team
4. Service to the Product Owner
5. Service to the Organization
6. Scrum Mastery

*Individual Path to CSP<sup>SM</sup> Educators may choose to include ancillary topics. Ancillary topics presented in a CSP-SM offering must be clearly indicated as such.*

## LEARNING OBJECTIVES

### A note about Bloom's Taxonomy:

Bloom's-style Learning Objectives describe what the learner can do upon completing the offering.

Please mentally start each Learning Objective with the following phrase: **“Upon successful validation of the CSP-SM Learning Objectives, the learner will be able to ... ”**

*Bloom's style of Learning Objectives consists of six levels of learning:*

-  Knowledge
-  Comprehension
-  Application
-  Analysis
-  Synthesis
-  Evaluation

The levels progress from lower order to higher order thinking skills, Knowledge() through Evaluation(). The level of each learning objective can be identified using the image designations above.

## Lean, Agile, and Scrum

### Lean Thinking

-  1.1. describe the origins of Lean Thinking.
-  1.2. explain the core concepts of Lean Thinking and how they can be applied to Scrum.
-  1.3. relate at least five wastes in product development to the seven wastes in Lean manufacturing.
-  1.4. relate at least three Agile development practices to Lean practices.

## Scrum Master Core Competencies

### Facilitation

-  2.1. differentiate at least three alternatives to open discussion.
-  2.2. identify at least three actions the facilitator can perform to support the development of an inclusive solution.
-  2.3. apply at least three visual facilitation techniques for a collaborative session.
-  2.4. identify at least three practices for facilitating remote meetings.

### Coaching

-  2.5. create a coaching agreement with an individual or a team.
-  2.6. discuss the importance of at least two fundamental coaching assumptions.
-  2.7. list at least three fundamental psychological concepts that help transform individual behavior.

### Training

-  2.8. develop and teach at least one topic related to Scrum or Agile.

## Service to the Development Team

### Team Dynamics

- ✓ 3.1. appraise at least two different models for team development.
- ✓ 3.2. compare at least three techniques for improving team effectiveness.

### Starting New Scrum Teams

- ⚙ 3.3. explain at least three reasons why the start of a new Scrum Team should be handled differently from a traditional project kickoff or charter.
- ⚙ 3.4. describe at least five responsibilities for Scrum Team members and stakeholders when starting new Scrum Teams.
- 👤 3.5. plan the launch of a new Scrum Team.
- 👤 3.6. propose strategies to fill in missing skills or capabilities the team needs to create successful products.

### Software Craftsmanship

- ↕ 3.7. illustrate how at least one element of software craftsmanship applies to your work.

## Service to the Product Owner

### Coaching the Product Owner

- ↕ 4.1. apply at least two techniques for moving from product vision to Product Backlog.
- ✓ 4.2. appraise at least three criteria that can be used for structuring a complex or multi-team Product Backlog.

## Service to the Organization

### Organizational Development

- 📊 5.1. compare at least two systematic methods for helping organizations improve their Scrum adoption.
- 📊 5.2. analyze your approach to a complex intervention that addresses the root cause(s) of an organizational dysfunction.
- ↕ 5.3. demonstrate at least two tangible examples of how you changed the culture of your team or organization.

### Scaling Scrum

- 📊 5.4. contrast at least two patterns for scaling the Product Owner role.
- 📊 5.5. experiment with at least three techniques to improve inter-team collaboration.
- ⚙ 5.6. explain at least three benefits of supporting strong development practices when working with multiple Scrum Teams.
- 👤 5.7. plan the launch of multiple Scrum Teams.

## Scrum Mastery

- 🧠 6.1. outline a personal development strategy toward Scrum Mastery.
- ↕ 6.2. practice mentoring someone.

## ADDENDUM

-  7.1 Discover an approach to help your team or organization adopt at least three changed aspects of Scrum between the Scrum Guide 2017 and 2020 versions.