Specialist II Intake form

The LWO Specialist II certification is the highest level training in the Leading with Obeya (LWO) public certifications. It shows you can put into practice what you have learned in all your previous LWO training steps. This certificate shows others that they can rely on you to make their Obeya a success using the LWO method.

What is expected of a Specialist II

- Helping teams successfully launch LWO
- Be able to put into practice what was learned in Foundation, Facilitator & Specalist I
- Helping teams improve their Obeya
- Helping organizations by Cascading & connecting multiple teams so that the leadership system is improved
- Share knowledge and experience about the above with the LWO community so that other LWO practitioners can also learn and improve.

After passing your Specialist I exam, you will be invited to LWO Specialist II. An intake will be scheduled with the trainer.

Roadmap - To achieve Specialist II, it's up to you:

1. Find a team that you can start with and agree on terms and conditions
2. Do a 0-measurement with the Strategy Execution Effectiveness (SEE) scan
3. Write down your approach (see form in this document) and do an intake with the trainer, together review any risks or areas of concern.
4. Guide the team in setting up their Obeya
5. When the "baseline" of the Obeya is in place, do a intermediate evaluation with the trainer, showing the Obeya in overview. In doing so, discuss any areas of concern for the next 3 months.
6. During these three months, show that you can guide the team well in facilitating the sessions (live, via video or video recording).
7. After 3 months (preferably before the 1th quarterly session), do another SEE scan to test the impact you have been able to realize with the team through LWO.
8. Write a customer case with your results and learnings

9. Now follow the final evaluation and review with the trainer in which you show the Obeya again in overview.
10. Present yourself as a Specialist II and publish your case for the LWO community at leadingwithobeya.com

On this journey you are not alone, your trainer is there to help you on the way.

What you will need to agree with the team you're supporting:

- Ask the team for support to complete your Specialist II through the roadmap, specifically:
    - Cooperation on the pre and post SEE scan
    - That the trainer gets an overview picture (no details) of the Obeya
    - That a trainer observes you as a facilitator at two sessions
    - That you share your experiences (anonymized if desired) as a case with the LWO community.
- No strategic information needs to be shared.
- Information for evaluation is kept strictly confidential between the trainer and Specialist, this may be supported with an NDA if desired by your team / the organization.

Resources to help you:

Resources available to you through leadingwithobeya.com

- Knowledge from your previous trainings (see handouts on leadingwithobeya.com)
- LWO Specialist deck with the content and forms of work you need to help launch the team
- Tools and templates on Leadingwithobeya.com
- Going to work virtually? Also consider the templates available on various online platforms.

Study time

Depending on your own approach to starting LWO for your team, the expected study load is approximately as follows:

1. Write down approach (2 hours)
2. Setting up and facilitating sessions (does not take any additional time)
3. Mid-term evaluation (1 hour)
4. SEE scans 0-measurement and effect at 6 months (1 hour in total)
5. Customer case writing (4 hours)
6. Final evaluation (1 hour)

Review

You will be assessed on the basis of the final evaluation. This may result in points for improvement that you need to show in practice or incorporate into your case study. Agreements about this will be made with your assessor in the final evaluation.

INTAKE FORM

Your name (candidate)	
Will you work virtually, physically or hybrid?	
When will you first set up the Obeya?	
When do you start the first Obeya sessions?	

Who is the team?

1. Which organization
2. Where in the organization (e.g. department)
3. What kind of team (HR, production, IT, finanance, etc)
4. How big is the team
5. Who is the leader of the team (first name only)

What are the main areas of focus for this team?

1. Is a particular methodology being used (e.g. SAFe, Agile, Lean, etc.)?
2. Are there behavioral level challenges in the team?
3. Do they already have an elaborated strategy or not at all?

Describe your approach - based on the 7 LWO transformation steps