



Agile Industry Mindset (AIM) - WIL

ICTC's Agile Industry Mindset (AIM) course provides learners with the opportunity to cultivate critical interpersonal skills to excel in any digital working environment. This soft skills course will empower your agile teams, fostering social awareness, emotional intelligence, and active communication skills. With a blend of VILT (virtual instructor led training), student-driven learning, and interactive story-based learning with video-based practice, the AIM course will give students essential supports to foster a healthy work environment, built around team agility.

	Lessons	Activity Details	Timeline
Module 0 (45 min.)	Pre-course VILT #1 (45 min) (Facilitated session)	<ul style="list-style-type: none"> • Introduction to Canvas • Administrative • Scheduling (confirm calendars for student attendance/VILTs) • Self-Assessment Questionnaire (10 min) 	Week 1
Module 1 (2 hrs.)	Introduction to the Agile Team, Video, and Podcast (10 min)	<ul style="list-style-type: none"> • Illustrated introduction to learning objectives and expectations 	Week 2
	Unit 1: Stages of Group Development in the Change Cycle (10 min)	<ul style="list-style-type: none"> • Stages of group development • <i>Reflection activity: Group Development (optional)</i> • Harmful and helpful behaviours 	
	Unit 2: The Importance of Radical Collaboration (10 min)	<ul style="list-style-type: none"> • Importance of radical collaboration • Reflection activity: Radical collaboration 	
	VILT #2 (90 min) (Facilitated session)	<ul style="list-style-type: none"> • Activity to create group cohesion and communication structure • Developing values and behaviours to align with AIM standards • Group agreements, rules, primary needs of a group 	Week 3
Module 2 (2 hrs. 5 min.)	Unit 3: Servant Leader Mentality and Helpful Behaviours (10 min)	<ul style="list-style-type: none"> • Servant leader mentality • Podcast: Servant Leader Mentality 	Week 4
	Unit 4: Communication Skills (10 min)	<ul style="list-style-type: none"> • Introducing general communication skills • Affirmative-based language • Podcast: Affirmative-Based Language 	
	Unit 5: Question Concepts (5 min)	<ul style="list-style-type: none"> • Introduction to question concepts • <i>Activity: Question Concepts (optional)</i> 	
	Unit 6: Attending Behaviours (10 min)	<ul style="list-style-type: none"> • Attending behaviours (active listening) • Video: Active Listening 	
		VILT #3 (90 min) (Facilitated session)	<ul style="list-style-type: none"> • Affirmative-based language • Question concepts • Attending behaviours (active listening)
	<i>Story-based learning #1: Question Concepts (15 min)</i>	<ul style="list-style-type: none"> • <i>Branching story-based scenarios with video-based practice (optional)</i> 	
Module 3 (2 hrs.)	Unit 7: Emotional Intelligence (10 min)	<ul style="list-style-type: none"> • Overview of emotional intelligence • <i>Activity: Emotional Intelligence Self-Assessment (optional)</i> • Application of emotional intelligence in the working world 	Week 6
	Unit 8: Understanding Feelings (10 min)	<ul style="list-style-type: none"> • Podcast: The Language of Feelings • Domains and the language of feelings 	
	Unit 9: Self-Awareness and Self-Regulation (10 min)	<ul style="list-style-type: none"> • Self-awareness • <i>Activity: Self-assessment (optional)</i> 	

		<ul style="list-style-type: none"> • Action planning (with self-regulation) 	
	<i>Story-based learning #2: Ownership Language (10 min)</i>	<ul style="list-style-type: none"> • <i>Branching story-based scenarios with video-based practice (optional)</i> 	Week 7
	VILT #4 (90 min) (Facilitated session)	<ul style="list-style-type: none"> • Emotional intelligence • Understanding feelings • Ownership language 	
Module 4 (2 hrs.)	Unit 10: Giving and Receiving Feedback (10 min)	<ul style="list-style-type: none"> • Tips for giving and receiving feedback • <i>P.E.P. Method (optional)</i> • The feedback formula • Podcast: Giving and Receiving Feedback • A new feedback formula • <i>Self-assessment (optional)</i> 	Week 8
	Unit 11: Themes in My Story and My Unique Brand (5 min)	<ul style="list-style-type: none"> • Introduction to themes in my story • <i>Activity: Themes in My Story (optional)</i> • <i>Activity: Your Story (optional)</i> • <i>Activity: Record Your Story (optional)</i> 	
	Unit 12: Challenging Assumptions (10 min)	<ul style="list-style-type: none"> • Review of challenging assumptions • Podcast: Assumptions 	
	Unit 13: Bias and Discrimination (5 min)	<ul style="list-style-type: none"> • Introduction to bias and discrimination • <i>Reflection activity (optional)</i> • <i>Practice activity – Challenging assumptions at work (optional)</i> 	
	<i>Story-based learning #3: Giving Feedback (5 min)</i>	<ul style="list-style-type: none"> • <i>Branching story-based scenarios with video-based practice (optional)</i> 	Week 9
<i>Story-based learning #4: Receiving Feedback (5 min)</i>	<ul style="list-style-type: none"> • <i>Branching story-based scenarios with video-based practice (optional)</i> 		
	VILT #5 (90 min) (Facilitated session)	<ul style="list-style-type: none"> • Themes in my story • Assumptions and bias • Giving and receiving feedback • <i>Setting the record straight/ saying 'no' to requests and demands (optional)</i> 	
Post-Course	Optional extra VILT (90 min)	<ul style="list-style-type: none"> • Floating week • Post-course feedback survey 	Week 10

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