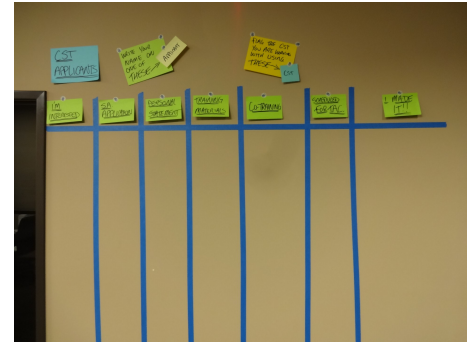


# The Gullo Protocols®

Certified Scrum Trainer (CST) Mentoring Guidelines

*As a CST, I would like to know when someone is ready to be mentored by me, so that our time spent is mutually valuable to each other.*



## Acceptance Criteria

### Candidate

- Certified Scrum Professional (CSP)**
  - Can speak to what is Scrum and what is NOT Scrum
  - Has relevant experiences to share which support training topics
- Read and understand the requirements and process for CST as set forth by [Scrum Alliance](#)**
  - Knows about the CST process and what ALL the requirements are
  - **You** should be able to tell **ME** what it is.
  - Don't ask me what it is or I will embarrass you with some kind of "RTFSAWM" (Read the f-in' Scrum Alliance Website, man!!) comment.
  - If you are going to be a CST, which is a "thought leader" in the community, you better be self-sufficient or else how can you help others???
- Previous experience with training and can articulate their training approach**
- Extensive public speaking and facilitation experience**

### Application

- Personal Statement**
  - Has written the required Personal Statement
  - No need to submit to Scrum Alliance yet
- Training Materials**
  - Candidate has created their own training materials / curriculum
  - This is not a hard requirement of the Scrum Alliance. However, a trainer's materials are like a [lightsaber to a jedi](#):

*"I see you have constructed a new light saber. Your skills are complete. Indeed you are powerful as the Emperor has foreseen."*

-Darth Vader, [Star Wars: Episode VI - Return of the Jedi](#)

- The materials/curriculum map to the SA Learning Objectives for [CSM](#) and/or [CSPO](#)
- Teach Scrum iaw the [Scrum Guide](#), which is the de facto, global standard for Scrum.

# The Gullo Protocols®

## Certified Scrum Trainer (CST) Mentoring Guidelines

### Community Involvement

- **Significant** active involvement in the Agile (*and especially Scrum*) community
  - Including but not limited to:
    - Attending and volunteering for Scrum Gatherings, Coaching Retreats, Train the Trainer and other Scrum Alliance events
    - Attending and volunteering for Agile 20xx, and others
    - Local user group involvement
    - Blogging
    - Speaking
    - Writing articles
    - Mentoring CSMs and prospective CSPs
    - Participating in online discussion groups, forums, etc.
    - Seeking mentorship and coaching from other CSTs (and CSCs)
- Provide a documentation log enumerating ways that they have been involved

## Co-Training

### CST Relationship

- Has previously worked with the CST
  - E.g. on a client engagement or at the same company, not just volunteering at a conference together
- or-
- Has observed one of the CST's certification classes
- It is expected that the **candidate** will drive the efforts; i.e. look at the CST's schedule, find classes in the CST's schedule, and ask the CST about each class.
- **For employees and contractors of my company:** This includes asking permission from their manager for time off from billable engagements.
  - I may let you co-train with me but I am not giving you permission to be away from the client.
  - That's between your management and you to figure out.
  - Don't say "Daniel said that I can get paid to co-train with him." FALSE!
- A list of courses may be found here: <http://www.apple-brook.com/courselist/>
- **For candidates outside who are NOT employees of my company:** When we co-train, you will agree to brand your materials with my company's branding and not your own. You retain your IP / copyright to the materials but your materials in class may not include your own branding.

### Recommendation

- Candidate understands that co-training does not automatically result in a recommendation letter.
- **Co-training is a mentoring relationship. It goes well beyond just pairing on the delivery of courses (aka "Co-training"). There is a deeper time commitment than just the 2-5 sessions required. The baseline is 3 sessions.**
- The 3 session baseline follows the medical school model of "SEE one, DO one, TEACH one" which most CSTs advocate

# The Gullo Protocols®

## Certified Scrum Trainer (CST) Mentoring Guidelines

### CSTs have a WIP limit

- *That is, a maximum number of candidates whom they are mentoring*
- *For instance: "I am only mentoring 1 candidate at a time. I have a backlog of others who are interested. If you'd like, I can add you to the list. However, no guarantees of how long it will take to get to you."*
- *Part of our mentoring Working Agreements will include your permission to list you publicly as someone with whom I am currently working. This will help with transparency for both of us and for the community at large.*
- *The CST reserves the right to not mentor / co-train with anyone; whether it's because the mentoring is not going well or because they are simply overwhelmed or need a break, etc. This is a voluntary service that the CST is providing to the community and not an obligation.*