

InfoQ Certified High-Performing Teams Program

5-week online certification cohort

Week-by-week syllabus

Week 1: High-Performing Team

- **Focus:** This week lays the foundation for high-performing teams and the infrastructure that supports them. Sessions cover talks and materials on the structure and patterns that help teams deliver high-velocity, high-quality products while staying on top of engineering innovation.
- **Sample discussion task:** You will be asked to identify bottlenecks in your team's delivery pipeline and propose alternative solutions. You might be asked to conceive a plan on how to roll out an MVP project, or to sketch a plan to move your team from quarterly releases to continuous deployment.
- **Weekly homework:** You will be given a case study of a team and be asked to identify high-performing traits and identify opportunities to improve the setup further.

Week 2: Getting into a State of Flux

- **Focus:** This week focuses on how to get into a state of flux, what the blockers are to get there, and what you can do to help the team deliver in near-ideal conditions.
- **Sample discussion task:** How can you ensure that your team is always delivering and it's self-sustainable and not reliant on external factors, or individuals within a team. This includes defining the harness, responsibilities, and setup.

- **Weekly homework:** Reflect on your team and identify a target team format. Conceive a plan on how to get there, including milestones and concrete process and infrastructure blueprints.

Week 3: Delivering with AI Teammates

- **Focus:** This week focuses on how the move toward AI-native software engineering changes how we deliver software. How we need to adapt our flows and what extra artifacts we need to add when working with AI agents.
- **Sample discussion task:** You will discuss what can and cannot be trusted with AI agents, learn from your team experience, and debate how an AI agent would or wouldn't make certain routines easier.
- **Weekly homework:** Identify situations where AI can bring the upper hand to a human operator and design a setup that will allow humans to accelerate their creativity while using the power of AI to tackle mundane tasks.

Week 4: Metrics

- **Focus:** This week focuses on different measurement frameworks and metrics usually used in enterprise, and how they should evolve in an age when delivery output is no longer the bottleneck. We will explore metric patterns and anti-patterns and debate why.
- **Sample discussion task:** You will analyse different metrics and see how relevant they still remain in the age of AI. What does it really matter for the customer and for your teammates?
- **Weekly homework:** This week will focus on the capstone project and its "defense".

Week 5: Is AI the Teammate you Were Waiting For

- **Focus:** The final week analyzes the impact of software and increasingly prevalent AI on the planet and humanity. We will discuss the ethical and green impact of AI and its underlying infrastructure.
- **Capstone Project:** We will present and learn from our learnings as individuals and as a group
 - The project invites you to explore how your processes and artifacts need to evolve to make the most of the AI revolution.
 - Your team will analyze how AI reshapes roles, responsibilities, and human focus, identifying key considerations for harnessing AI's potential responsibly and safely.

This analysis will cover topics such as overreliance, transparency, and organizational blueprints.

- The final deliverable is an article presenting a target operating model for a team, along with an actionable strategy for using AI to put teams into a state of accelerated flux. Each group will present their findings in a 20-minute presentation followed by a 30-minute discussion.