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BEYOND AGILE: BUILDING HUMAN-AI TEAMS FOR CONTINUOUS DELIVERY AND INNOVATION



CHANDA MONROE-WILLIAMS
UNIVERSITY OF CINCINNATI



BUSINESS ACUMEN

HOUSEKEEPING



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**EACH SESSION
IS RECORDED**



**YOU WILL
RECEIVE A LINK
TO SLIDES AND
THE RECORDING**



Beyond Agile: Building Human-AI Teams for Continuous Delivery & Innovation

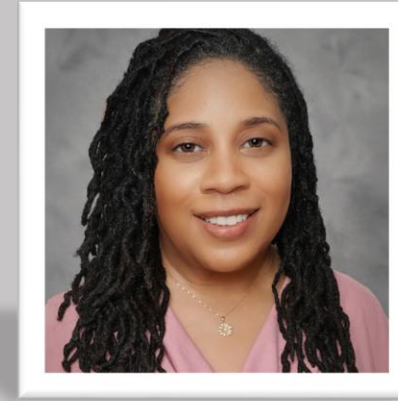
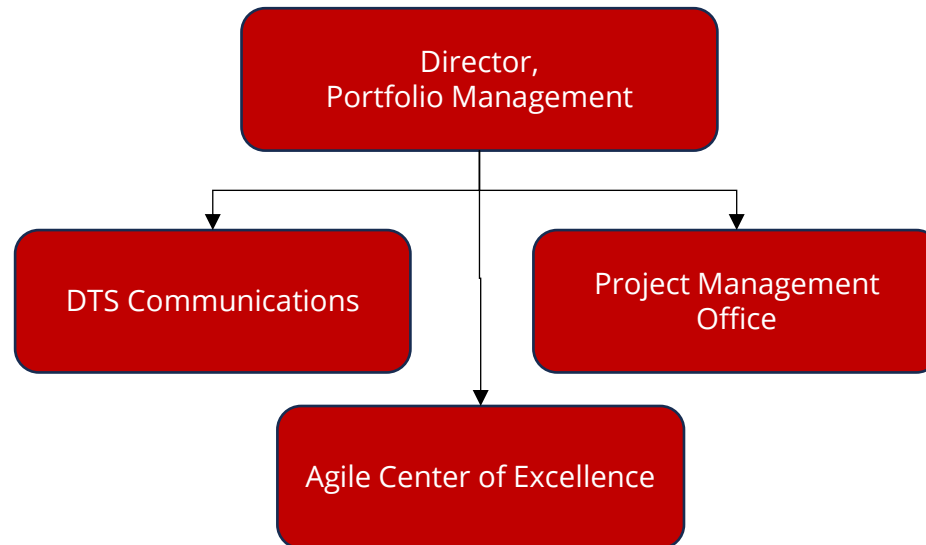
PMI Southwest Ohio | AI Summit 2025

Chanda Monroe-Lumpkins, GB, PMP
Josette Riep-Miller, MS, ABD

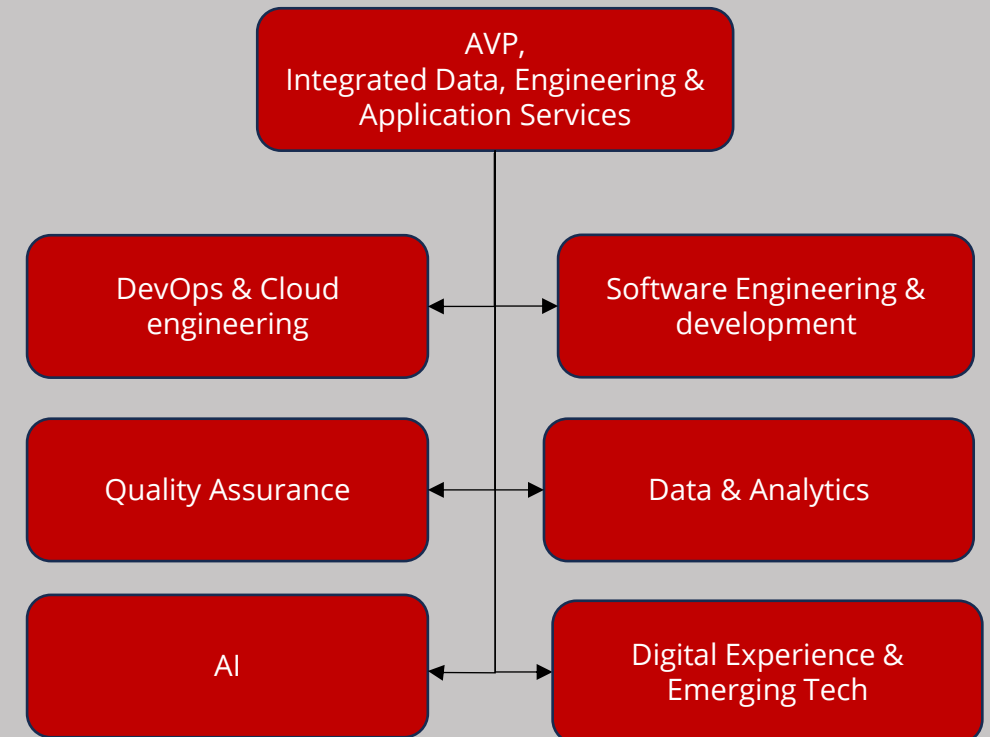
What We Do:



Chanda Monroe-Lumpkins



Josette Riep



Simple 6-Step Roadmap to Today's Session:

Let's Set the Stage for the Journey.....

Key Question:

How does Agile, and our roles as portfolio leaders, evolve in the age of AI?

- Reframing Agile in the light of AI
- Exploring what hybrid teams look like
- Diving into a live AI collaboration demo

Discussion Points:

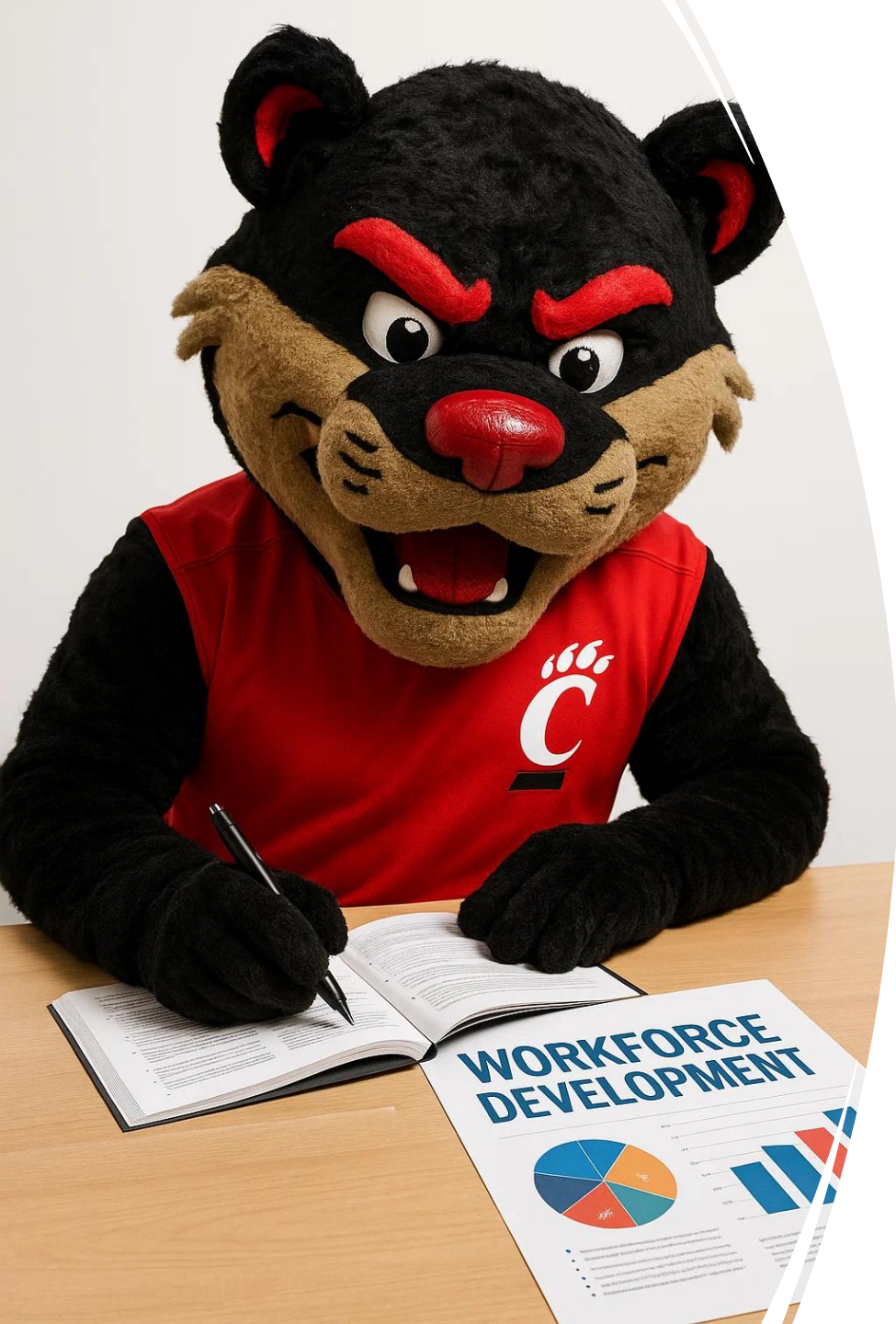
- Real world ethical scenarios
- Do a quick reflective exercise
- Wrap it with a digital playbook you can take back to your teams.



• **next**
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AGENDA

- I. Why Agile Must Evolve
- II. The Rise of AI Teammates
- III. Agile Reimagined: Human & AI Collaboration
- IV. Demo & Interactive Activities
- V. Ethical & Human-Centered Leadership
- VI. Q&A (Your Playbook)



Framing the Challenge

Why Agile Must Evolve

Agile Was Built for Humans

What happens when your “team members” don’t eat, sleep, or make typo’s?



AI Meeting Summarizers: (Otter.ai, Fireflies, MS Co-Pilot)

During sprint reviews or stand-ups, AI records notes and auto-generates summaries, tasks, and decisions.



AI Assisted Code & Coding Reviews: (GitHub, MS Co-Pilot)

Developers type in user stories, or function descriptions, co-pilot auto completes the code



AI in Sprint-Planning: (Jira Advanced Roadmaps)

PM exports the backlog into ChatGPT and asks, “Group these stories into 2-week Sprints based on dependencies and story points.”



AI Bots - Automation: (Leonardo, Rovo)

Automation of repetitive tasks, leading to increased efficiency and cost savings. They provide 24/7 availability and instant responses for customer service, while also freeing up human employees to focus on more complex issues..”





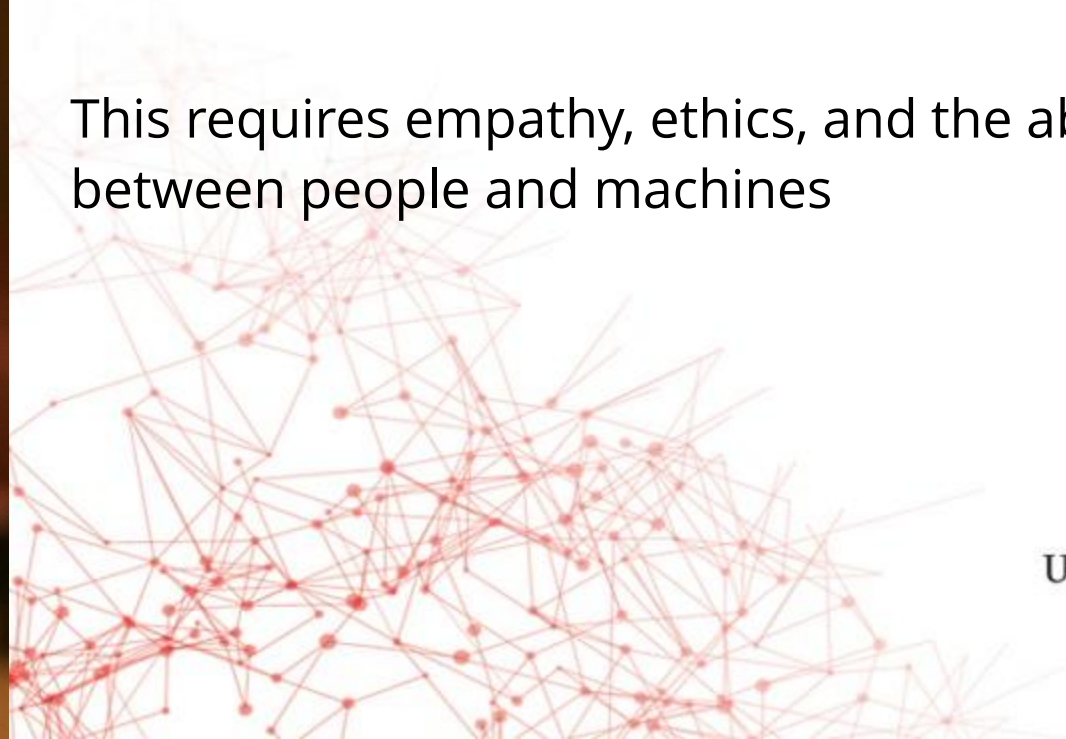
The Evolving Role of the Project Manager

Orchestration:

It's no longer about just about "schedules and scope."

We are now leading hybrid teams...some human, some digital

This requires empathy, ethics, and the ability to translate between people and machines





The Rise of AI Teammates

Leveraging Agents, Chatbots, and Agentic Workflows and Automation

4 Ways AI is Transforming Agile Practices

AI Is Not Replacing Agile, It's Accelerating It!

TRADITIONAL AGILE	AI-ENHANCED AGILE
Human-centric approach	AI supports human decision making
Manual planning and estimation	AI-driven planning and estimation
Emphasis on team collaboration	Emphasis on collaboration with AI
Basic analytics and reporting	Predictive analytics and insights

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1. Sprint Planning is becoming Predictive

Traditionally, sprint planning was more adaptive and exploratory—teams estimated work based on intuition and discussion. Now, with tools and analytics (like velocity tracking, cycle time, and burndown data), planning is becoming more data-driven and predictable.

2. Testing is Continuous

Instead of waiting until after coding is done, teams test early and often — during development, integration, and deployment — using automation and continuous integration tools.

3. Coding is Assisted

Developers now get help from intelligent tools—like AI-powered code suggestions, auto-completion, and error detection—while writing code. These tools speed up development, reduce mistakes, and improve code quality by suggesting syntax, generating snippets, or even explaining and optimizing code in real time.

4. Retrospectives are increasingly data driven

Teams now use real project data—like velocity, defect rates, cycle times, and customer feedback—during retrospectives instead of relying only on opinions or memory.

By analyzing these metrics, teams can identify patterns, make objective improvements, and measure progress over time, making retrospectives more fact-based and actionable.

Agile Reinvented: Human & AI Collaboration

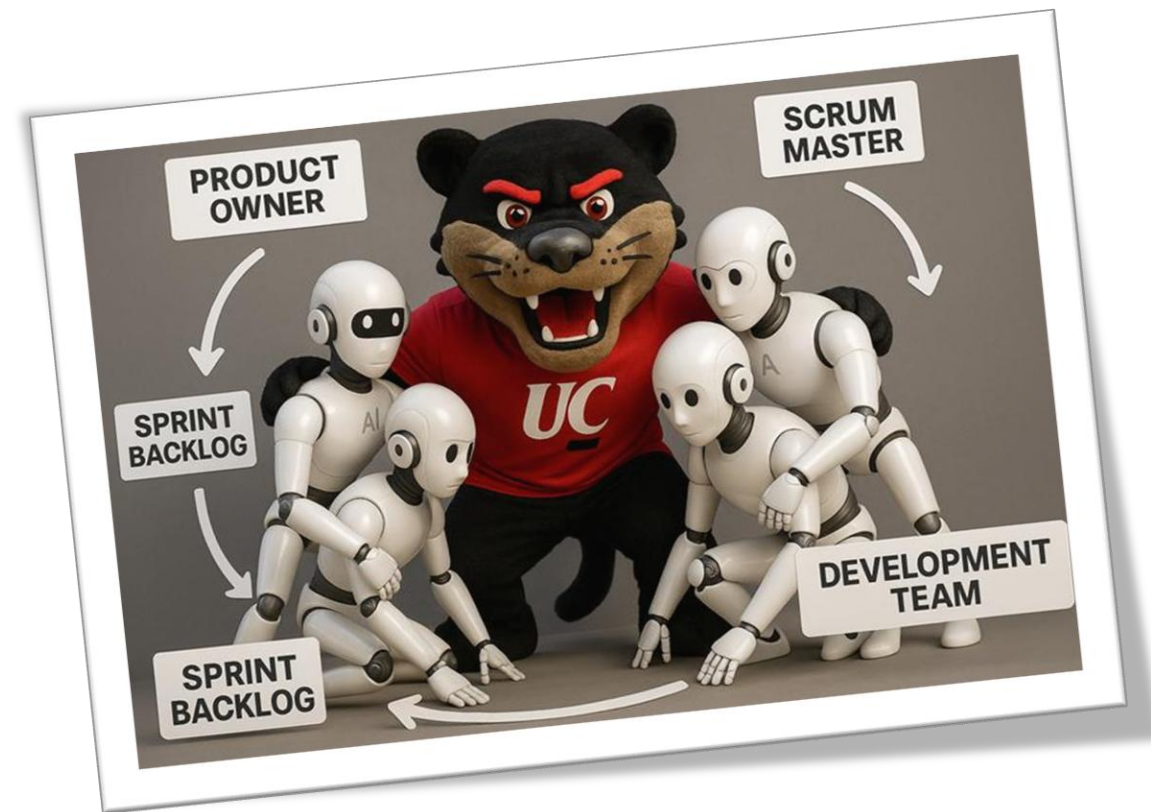
What Are the AI Roles in Agile

Agile Roles Reimagined

UC Bearcat = Human Leadership, Vision, and Empathy.

The Bots = AI-Enhanced Scrum roles: Scrum Master, Product Owner, and Dev Team

Together, they form a “Hybrid Agile Ecosystem” – Faster, Smarter, and a continuous learning component on Steroids



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“Agile isn’t just iterative — it’s evolving. The next sprint might be human + machine.”

Agile Reimagined: Human & AI Collaboration

Blending human insight
with AI precision to
redefine agility



When AI Joins The Planning Meeting

Leveraging Your Leadership Style to Build Personalized Bots To Keep Work Moving!



AI Champions

Josette's "Coaching" Task Bot

2025

Do you have a team member that is falling behind on their work.
Build a task bot

Let's see what it looks like when AI supports governance in action.

AI agents and bots can provide personalized guidance, structure, and support while humans ensure alignment with strategy, accountability, and ethical decision-making.

Bots can also be situational. From friendly and nudging....

When AI Joins The Planning Meeting

Leveraging Your Leadership Style to Build Personalized Bots To Keep Work Moving!



AI Champions

Josette's "Authoritative" Task Bot

2025

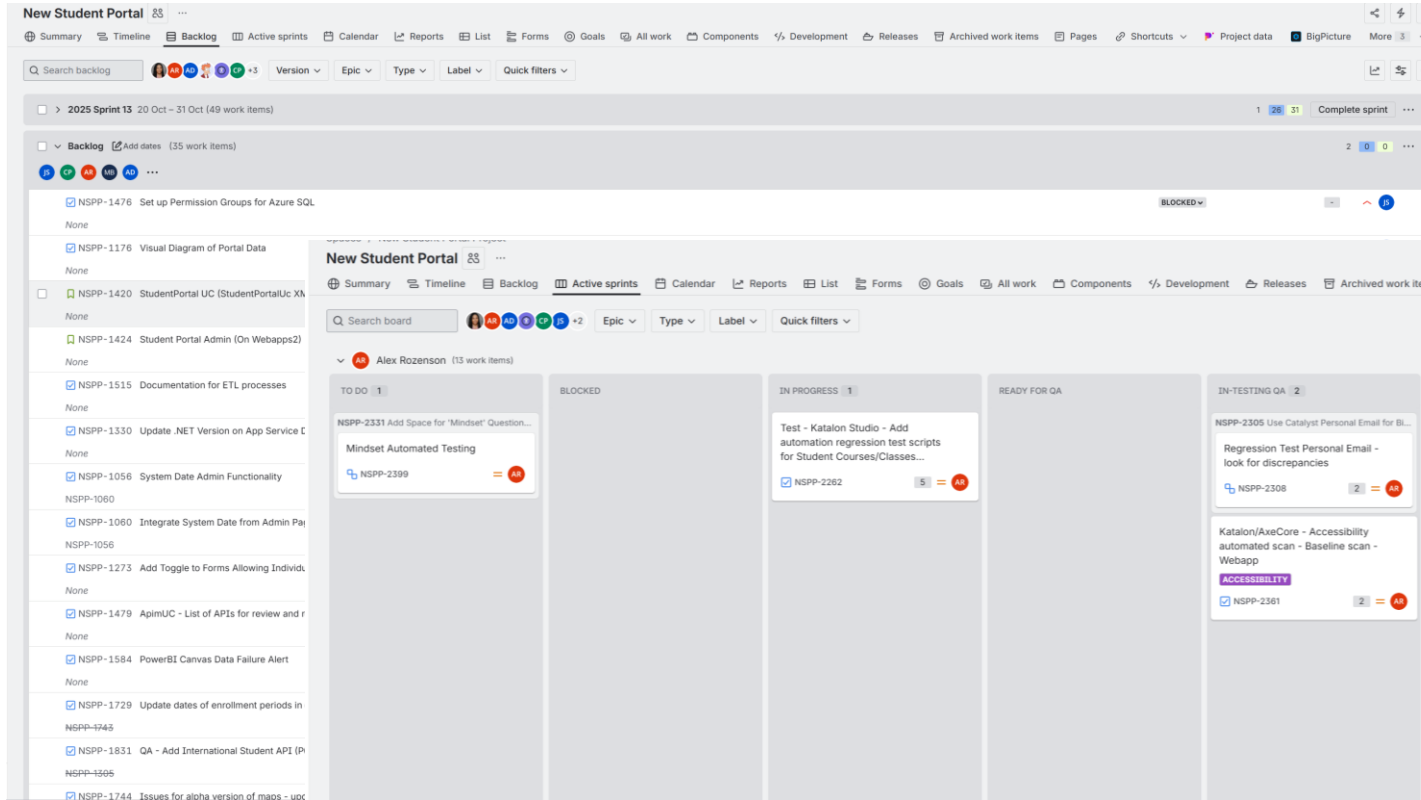
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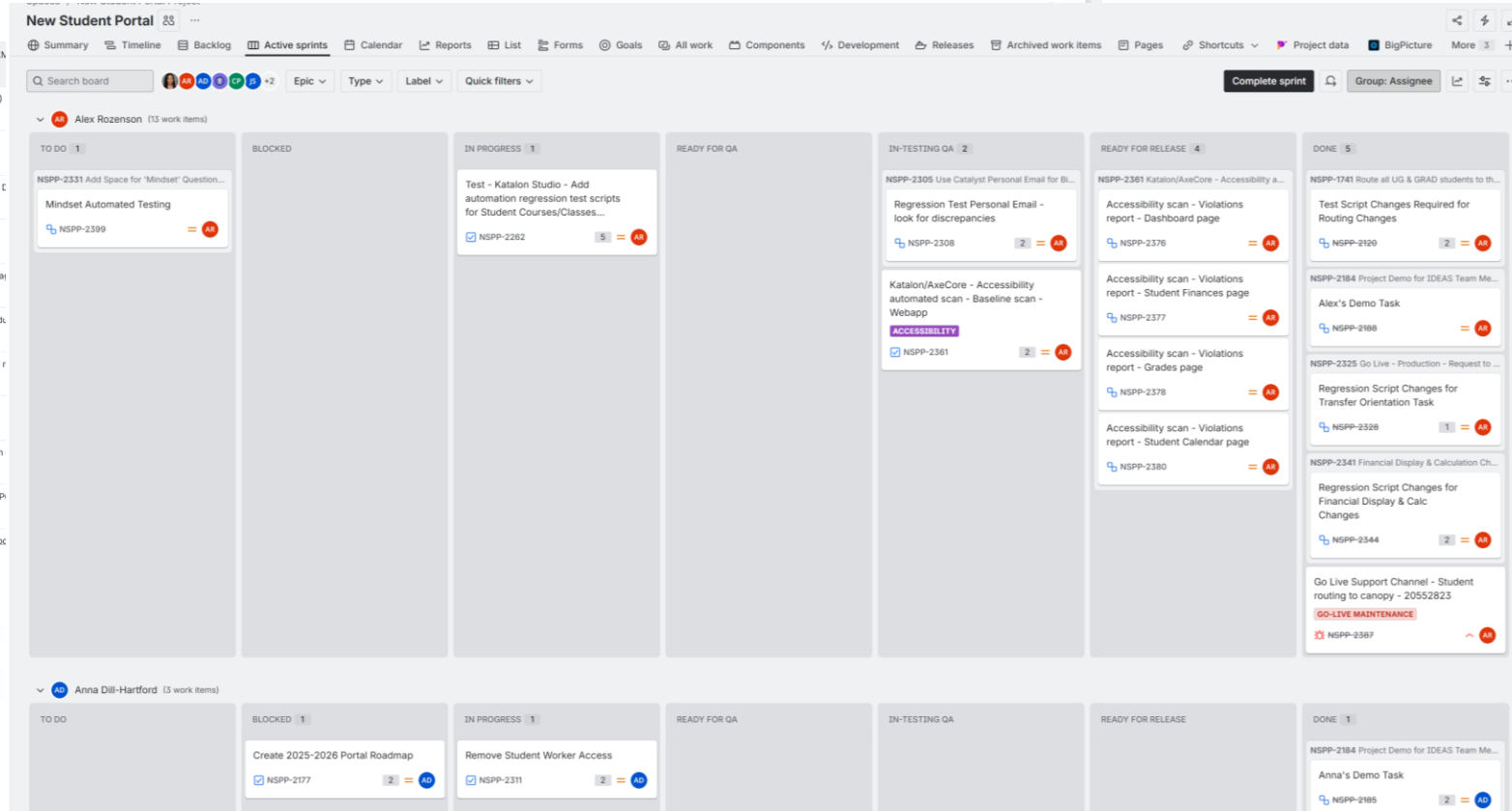
AI agents and bots can provide personalized guidance, structure, and support while humans ensure alignment with strategy, accountability, and ethical decision-making.

Bots can also be situational. To firm and direct!

When AI Joins the Sprint Planning Meeting



Backlog



Scrum Board

Now, lets build!

Agent Driven Sprint Planning

Agent Studio

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Ethical & Human-Centered Leadership

As AI Takes on More Work, We Must Double Down on Ethics

AUTOMATION

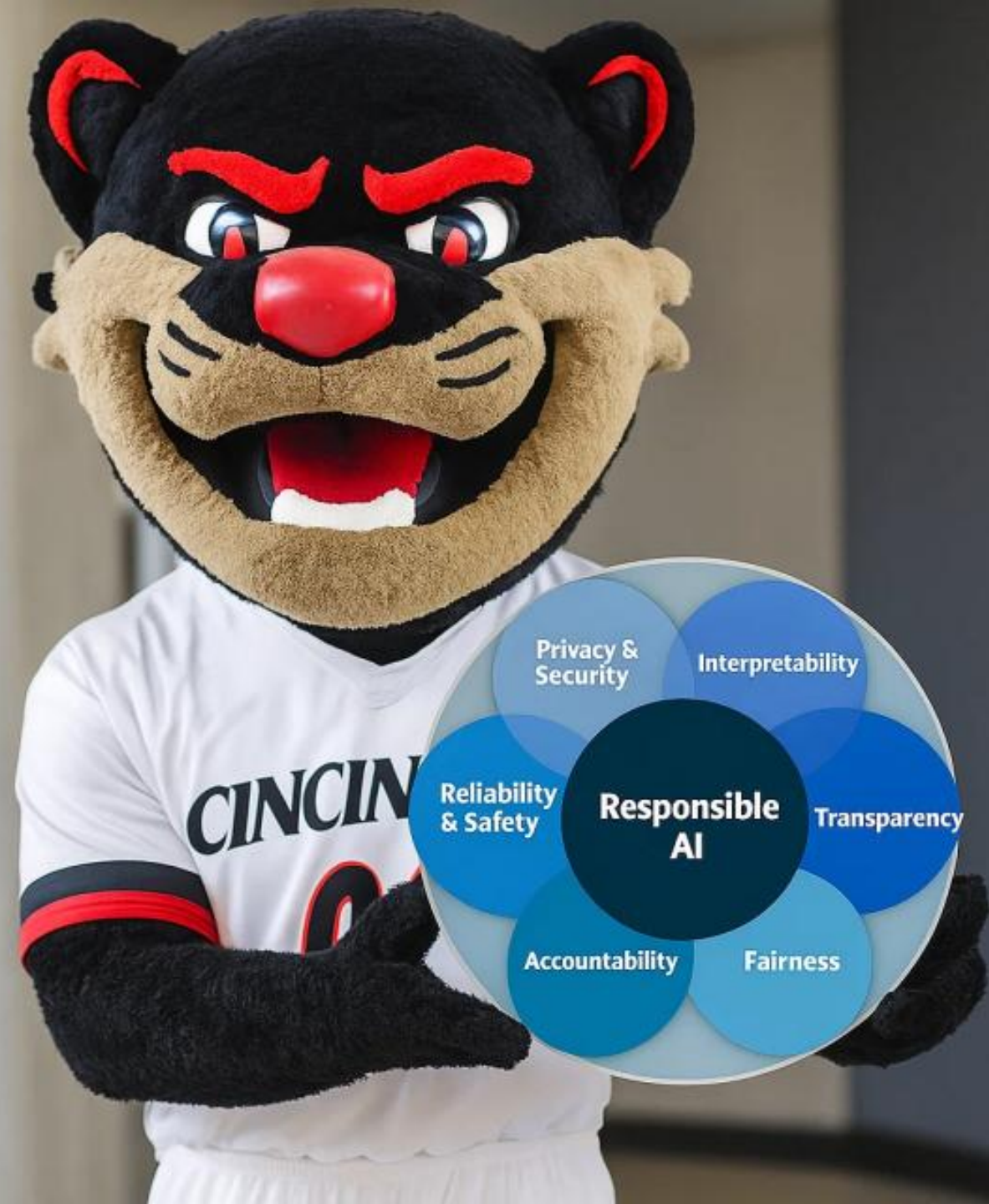
**ETHICS
AND
EMPATHY**

AIwareness & Transparency

AI Learns From Data, and Data Is Not Neutral

- ✓ **Verify data consent and privacy compliance (HIPPA, GDPR, etc.)**
- ✓ **Select interpretable and explainable models when possible**
- ✓ **Include ethical impact assessments (not just technical ones)**

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Ethical & Human-Centered Leadership



AI Champions
Chanda's Personalized Ethics Bot



2025

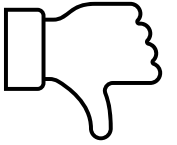
Leonardo.Ai

- "As AI takes on more work, we must double down on ethics."
- "Transparency—teams should know when and how AI decisions are made."
- "Bias awareness—AI learns from data, and data isn't neutral."
- "Our role as leaders is to protect trust, fairness, and inclusion."

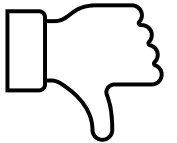
Key Discussion Points

Real World Discussion Points

☐ If your AI recommends cutting a Quality Assurance Step to meet a delivery deadline. Should you comply?



☐ Your QA Engineer flags that your Chatbot sometimes gives emotionally insensitive responses, especially to users expressing frustration or distress. Should you release the Chatbot?



☐ Should you allow AI to have a voice in Retrospectives?



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AI Playbook

2025 – University Use Cases

1. Assess Readiness – Validate your team understands the role of AI
2. Align on Purpose and Ethics – Set boundaries early.
3. Augment Wisely – Use AI to elevate human potential, not replace it.
4. Adapt Continuously – Iterate on both process and mindset

AI.UC.EDU



Bearcats AI Ready!



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UP NEXT:

TRACK 1: BUSINESS ACUMEN

AI LITERACY FOR PROJECT STAKEHOLDERS: ENHANCING ACUMEN

-DAVE DAVIS

TRACK 2: WAYS OF WORKING

AVOIDING AUTOMATION OVERLOAD: WHERE AI BELONGS - AND WHERE DOESN'T

-SAM DRAUSCHAK

TRACK 3: POWER SKILLS

STRATEGIC CONNECTION: TURNING CONVERSATIONS INTO CAREER CAPITAL

-DARSHIKA PATEL & MICHELLE MORRISON

SUMMIT 2025: Chanda Monroe-Williams



COMPLETE THE SURVEY TODAY
(11/8) FOR YOUR PDUS TO BE
REPORTED FOR YOU

TO SELF REPORT YOUR PDUS:
PDU ID: 0106DVLVX3
PDU TYPE: BUSINESS ACUMEN
GO TO PMI.ORG FOR SUBMISSION