



# BEING A SCRUM MASTER IN 2025

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BY OSCAR-TIMOTHY OKOLO



# Agenda

1. Introduction & Overview
2. About **Kaizen Vibes**
3. The Role of a Scrum Master in 2025
4. Trends and Predictions: Rise of A.I
5. Salary Insights
6. Certifications
7. Practical Tips for Success
8. Q&A





# Your Presenter

**Oscar-Timothy Okolo** is a Kaizen practitioner and Scrum Master, specializing in data-driven, Lean-based agile solutions. Founder of Kaizen Vibes, he drives continuous improvement for organizations across industries. With a background in Computer Science, a Master's in Health Informatics, and certifications like PMI-ACP and CSP-SM, Oscar combines expertise with a passion for growth.

Outside of work, he enjoys chess, exploring new books, and building Legos.



**Oscar-Timothy Okolo**

Chief Improvement Officer

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# Certifications & Credentials



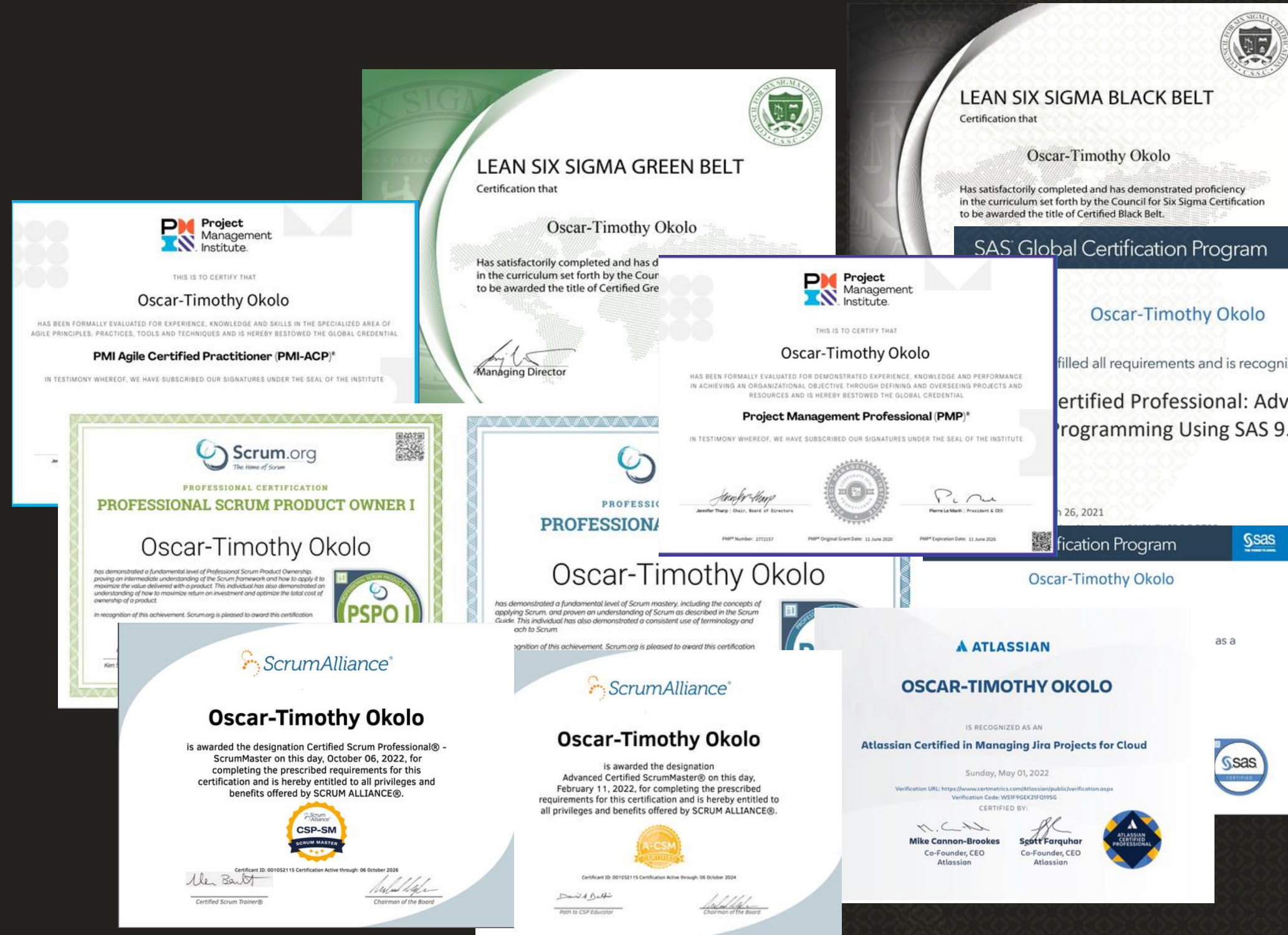
**Master's degree**  
Health Informatics & Data science  
*University of Illinois at Chicago*



**Post-grad Diploma**  
Design Thinking & Innovation  
*Harvard Business School Online*



**Bachelor's degree**  
Computer science  
*Nnamdi Azikiwe University*



**PMP, PMI-ACP, CSP-SM, A-CSM, CSM, PSM I, PSM II, LSSGB, LSSBB, SSM6, PAL I, PSPO I, SAS Base, Advanced SAS, Jira PM**



# About Kaizen Vibes



Creating an atmosphere for continuous improvement

Kaizen Vibes combines the philosophy of continuous improvement ("Kaizen") with the positive energy of human interactions ("Vibes") to foster thriving, collaborative, and growth-focused environments.



Goal

Every product team deserves a champion of value. Kaizen Vibes will ignite a global movement, transforming teams to prioritize value and achieve excellence through the power of human connections.



Vision

We envision a world where businesses flourish by adopting practices tailored to their unique needs, leveraging the strengths of their people while harnessing the power of emerging technologies to achieve their goals.



# Scrum Master Timeline

## *Facilitation* **1995**

Scrum is introduced, and the Scrum Master role emerges as a team facilitator, focused on ensuring adherence to the Scrum framework.

## *Leadership* **2001**

The Agile Manifesto emphasizes the Scrum Master as a servant leader, prioritizing team needs.

## *Certification* **2006**

The Scrum Alliance formalizes the role with the launch of the Certified Scrum Master (CSM) certification.

## *Coaching* **2010**

The servant leader concept is officially formalized in the Scrum Guide, with a focus on team coaching and enabling self-organization.

## *Empowerment* **2016**

Updates to the Scrum Guide emphasize the Scrum Master's role in fostering empowered and self-organized teams.

## *Adaptability* **2020**

The COVID-19 pandemic highlights the need for adaptability in remote facilitation and digital collaboration.

## *Insights* **2023**

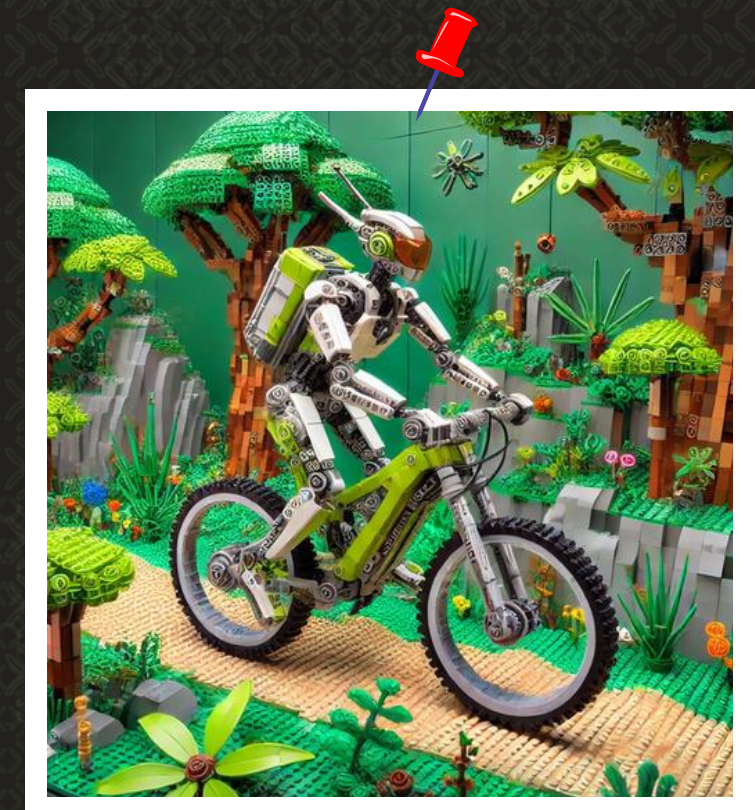
The role evolves to include data-driven insights, leveraging AI and analytics for better decision-making and agility.

## *Innovation* **2025**

Scrum Masters integrate AI tools and innovative practices to enhance team performance and strategic alignment.

## *Strategy* **2030**

The Scrum Master becomes a strategic leader, bridging teams and executives for enterprise-wide transformation.

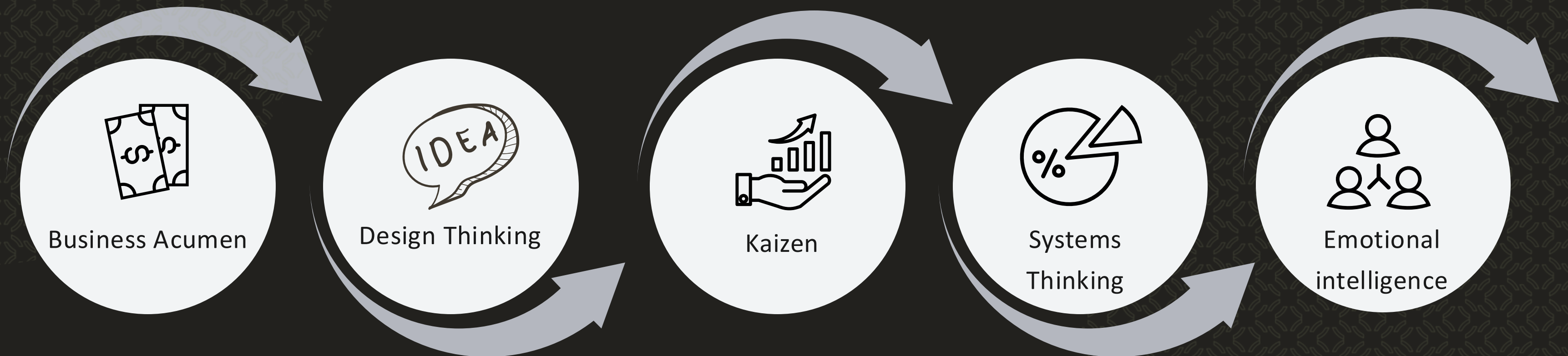


# Is Being just a Scrum Master Enough in 2025??



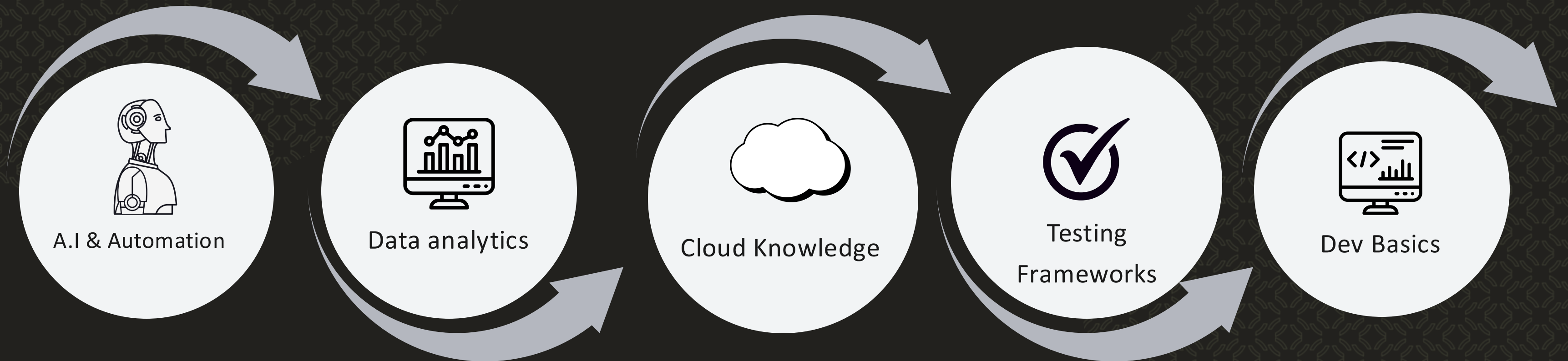
# Soft Skills to Consider in 2025

Thriving in Agile leadership requires more than technical expertise. Business acumen, design thinking, kaizen, systems thinking, and emotional intelligence are critical for navigating complexity, driving innovation, and fostering high-performing teams. Mastering these skills will help Scrum Masters and Agile leaders align strategy, improve collaboration, and create sustainable value.



# Hard Skills to Consider in 2025

As Agile evolves, AI & automation, data analytics, cloud knowledge, testing frameworks, and development basics are becoming essential for Scrum Masters and Agile leaders. Understanding these skills enhances collaboration with technical teams, improves decision-making, and drives Agile efficiency in modern workflows.



# Trends & Predictions

Shaping the Future of Agile Practices



### AI and Automation in Agile

AI tools are transforming Scrum by enhancing backlog prioritization, estimation, and forecasting.

Automation frees up Scrum Masters to focus on team dynamics and strategic guidance.

### Agile Expanding Beyond Tech

Agile practices are being adopted in diverse industries like healthcare, education, and finance.

Scrum Masters need to adapt and apply their expertise in new contexts.

### Scaling Agile

Frameworks like SAFe, LeSS, and Scrum@Scale are becoming essential for larger organizations.

Scrum Masters are increasingly involved in managing cross-team collaboration and scaled projects.

### Emphasis on Business Agility

Agile principles are applied at the organizational level to enhance adaptability and decision-making.

The Scrum Master's role evolves to facilitate enterprise-level transformation.

Scrum Masters will act more as strategic advisors than just team-level facilitators.

Agile will rely increasingly on data-driven decision-making.

Hybrid models blending Agile and Waterfall approaches will dominate

Predictions

# Salary & Job Insights

What do people in this industry make?



# Salary & Job Insights

11%

Increase YoY



73K

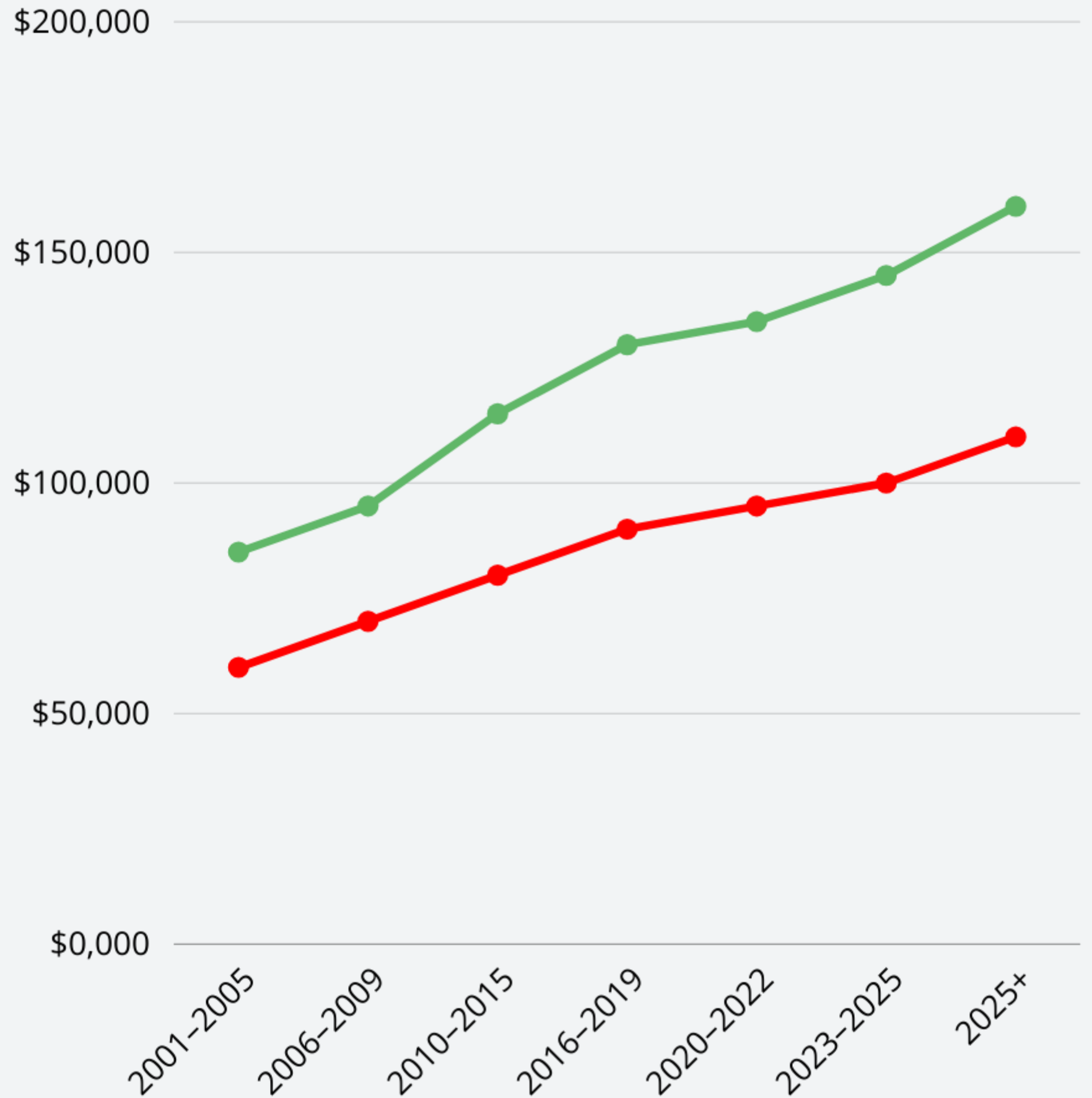
Openings

10+

Roles

\$80K+

Entry-Level Pay





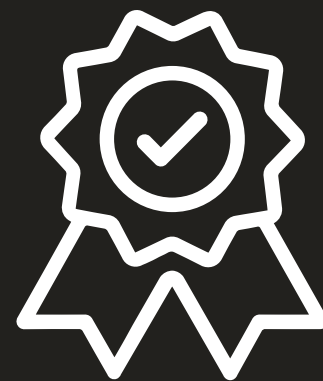
# Factors that affect pay



Experience



Location



Certifications



Coaching  
Experience



Company

Where we come

in



# Kaizen Vibes Dojo



Comprehensive Scrum and Agile Course

Real-world scenario demos

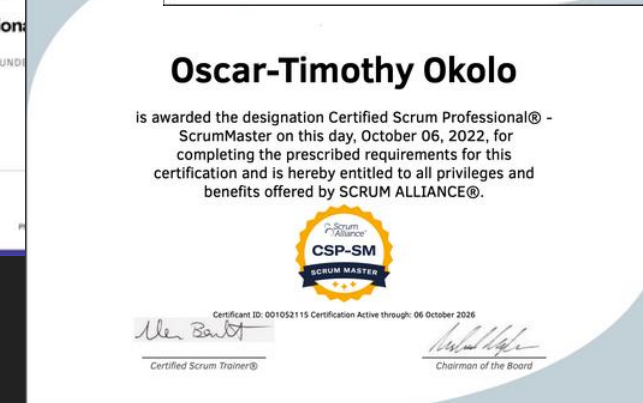
Integrated Jira practical sessions

Resume templates that are customizable

One-on-one coaching sessions & recommendations



# INDUSTRY CERTIFICATIONS



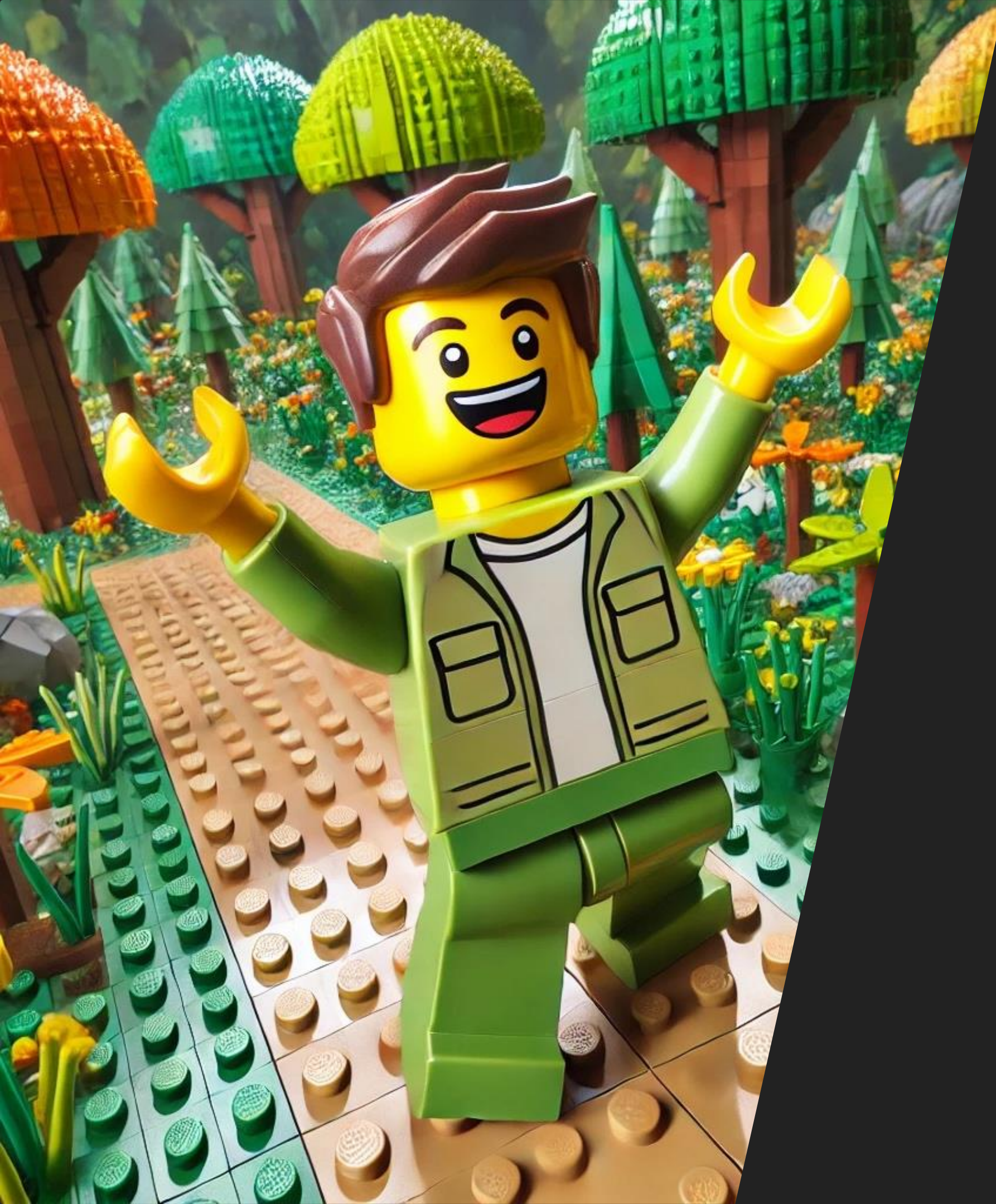
# CERTIFICATIONS



Level	Certification
Beginner	Certified ScrumMaster (CSM), Professional Scrum Master I (PSM I), SAFe Scrum Master (SSM), Certified SAFe Agilist, ICAgile Certified Professional (ICP), Scrum Foundations Certificate
Intermediate	Advanced Certified ScrumMaster (A-CSM), Professional Scrum Master II (PSM II), SAFe Advanced Scrum Master (SASM), Certified SAFe Practitioner (SP), Disciplined Agile Scrum Master (DASM), ICAgile Agile Team Facilitation (ICP-ATF), Lean Kanban Management Professional (KMP I), PMI Agile Certified Practitioner (PMI-ACP).
Advanced	Certified Scrum Professional - ScrumMaster (CSP-SM), Professional Scrum Master III (PSM III), Certified SAFe Program Consultant (SPC), ICAgile Certified Expert in Agile Coaching (ICP-ACC), Disciplined Agile Senior Scrum Master (DASSM), Lean Six Sigma Black Belt (LSSBB), Certified Agile Leader (CAL I & II).

# Practical Tips for Success



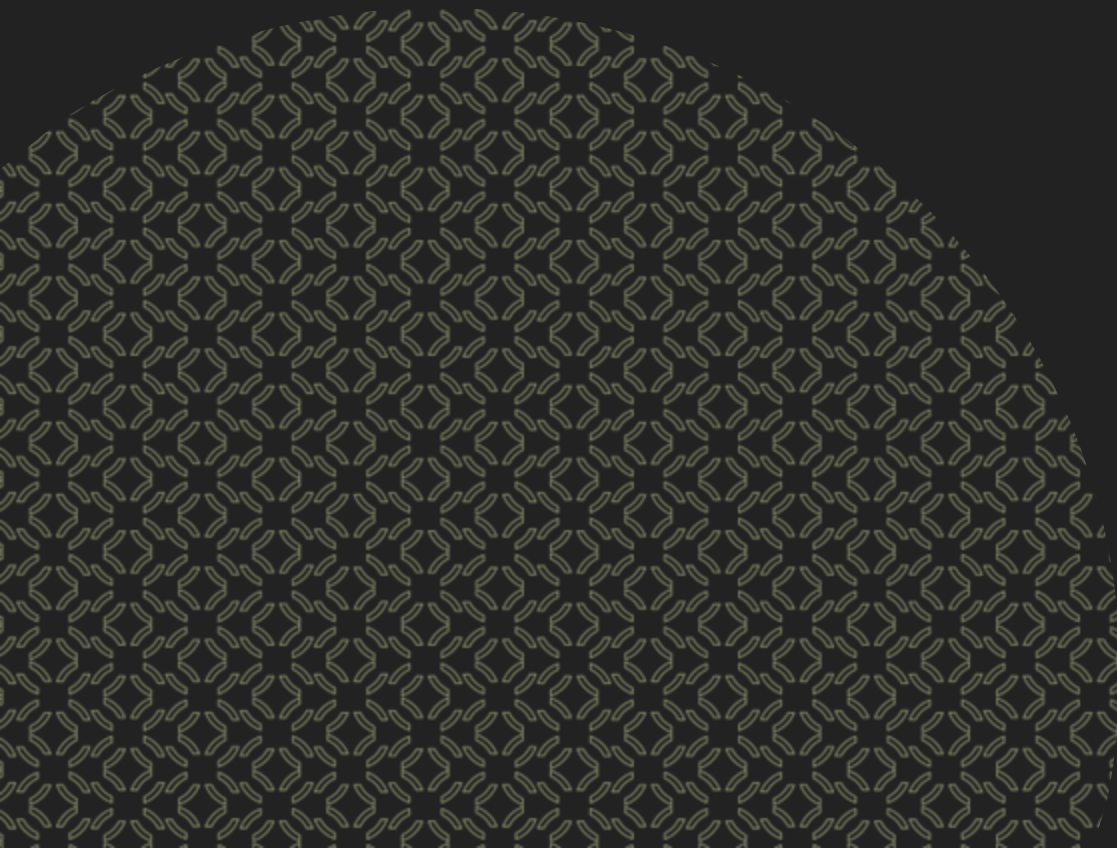


# Practical Tips for Success

- Master your role by understanding Scrum principles deeply and empowering your team as a leader
- Foster strong relationships by building trust, communicating openly, and collaborating effectively with all stakeholders
- Run effective ceremonies that are purposeful and drive team alignment and progress
- Adapt to change by staying flexible and tailoring your approach to fit the team's needs and organizational culture
- Invest in yourself by continuously learning through certifications, Agile trends, and leadership development



**Q&A**



Bring your  
idea

Coming soon!



# Thank You!

## Contact Us



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