



Step 1

Free Playbook

AI Transformation For Scrum Teams

A step-by-step guide on how to migrate from a classic to an AI-native Scrum Team.

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A photograph of three people—two women and one man—smiling warmly. They are positioned in the foreground, with a dark, out-of-focus background featuring several bright, circular bokeh light spots. The overall mood is positive and collaborative.

Why AI Transformation?!

Helping teams with a step-by-step guideline toward becoming an AI-native Scrum Team.

AI Transformation Steps

Step 1

Establish the foundation

Step 2

Give the team AI basic literacy

Step 3

Start using AI as a personal assistant

Step 4

Incorporate AI into Scrum

Step 5

Use AI in building your product

Step 6

Delegate repetitive tasks to AI

Step 7

Add value to your product with AI features

Step 8

Measure progress



Step 1

Establish the Foundation

AI Transformation Outcomes



Reduced cost in value creation and delivery



Building product is no longer the bottleneck



Higher productivity



Shorter Sprints and more experimentations



Shorter Time-to-Market



More available time for innovation & strategic work

An AI-native Scrum Team is not simply a Scrum Team that just uses AI tools. It is a team that incorporates AI capabilities into how it plans, builds, delivers, collaborates, and learns while still preserving Scrum's core principles.

AI-native Scrum Team Characteristics

1. AI is embedded in all aspects of their Scrum way of working.
2. AI is part of how the team thinks, plans, creates, delivers, validates, and learns.
3. Work shifted from production to evaluation.
4. Team focus shifted from Definition of Done (DoD) to Definition of Value (DoV).
5. Team members have a strong AI literacy.
6. Team has a balanced collaboration with AI.
7. Team significantly delegates repetitive work to AI, but keeps itself accountable for the outcomes.
8. Team adds AI capabilities to the product to create new value for customers.

Case Study: JobNext Team

JobNext is a job listing platform that helps candidates find their desired jobs easily. These are the JobNext Scrum Team members:



Sara
Product Owner



Ted
Scrum Master



Jack
Back-End Developer



Brayan
Front-End Developer



Kate
UI/UX Designer

JobNext Scrum Team decided to start their AI Transformation journey. All the content of this playbook is around the journey of this team.

Kick-off Meeting

The JobNext team started the work with a kick-off meeting to define how they want to approach the AI Transformation journey and set up the prerequisites. This is their conversation:

Sara: *“Ok, guys. We know that AI is real, and we can’t ignore its potential. AI is the future of how we work. Let’s make it our team advantage. This meeting is to make some agreements on how we want to go through our AI Transformation journey.”*

Ted: *“It’s promising. I am fully ready to experience the new generation of Scrum powered by AI.”*

Jack: *“I believe we need someone to take ownership of the transformation journey.”*

Kate: *“Fully agreed. I think we can call it AI Facilitator.”*

Ted: *“I am deeply ok to pick this job.”*

Brayan: *“Ted, facilitation is your expertise. We have seen how powerfully you facilitate our collaboration. So, I believe it is a perfect fit for you. Thanks for accepting this responsibility.”*

Ted: *“Then I think we need a Backlog for our AI Transformation. I will create it.”*

Sara: *“Yes, it is itself like a project. So, why shouldn’t we have a backlog for it?!”*

Jack: *“Guys, I have got a piece of content showing the AI-native Scrum Team characteristics. We can use it as our north star.”*

Brayan: *“Where did you find it?”*

Jack: *“On the Scrum.org website, in the blog post section.”*

Brayan: *“Then that’s credible. Let’s use it.”*

Kick-off Meeting

Ted: *"I believe we should start with getting the AI literacy. I mean, learning the basics and theory of AI. What do you think?"*

Kate: *"That's true. Every one of us has a level of AI knowledge. But we don't know if it covers all the basics of AI, or whether we all have the same level of knowledge. Because it is important to move with the same level of AI awareness and a common shared AI language."*

Ted: *"Then I will find a source to learn the basics and theory of AI."*

Sara: *"One more thing is that we need to run a workshop to define our current status."*

Ted: *"That's brilliant. I will organize a workshop for this week."*

Jack: *"What about having a team agreement document about all the agreements that we make for our AI Transformation journey?"*

Brayan: *"Yes, why not? Transparency is crucial. Let's do it."*

Ted: *"Ok, I will prepare that."*

Jack: *"And one more thing is that we need to have retrospectives along the way to inspect how we are moving. What about having a monthly AI Transformation retrospective?"*

Kate: *"Wow, that's nice. It helps us to learn from the past month and adapt our steps for the next month. I'm in."*

Ted: *"I will arrange that one as well. I think we have enough work on our plate now. So, let's get to work."*

AI Transformation Backlog

This is the backlog that the team created and started their AI Transformation journey with.

To Do	In Progress	Done
Finding a source to learn the basics and theory of AI (Ted)		
Organizing a workshop to understand the team current status (Ted)		

AI Transformation Team Agreement

Team Agreement (AI Transformation)

Team: **JobNext**

Version: 1.0 Date: 2026/06/10

- Ted is the AI Facilitator.
- We will use AI-native Scrum Team characteristics as our north star.
- We will have monthly AI Transformation retrospectives.

Workshop: Understanding Current Status

This is the result of the workshop that the team ran to understand their current status.

Individual Level

Low 0 1 2 3 4 5 High

Row	Item	Sara	Ted	Jack	Brayan	Kate
1	At minimum, I regularly use AI tools like Chat GPT, Google Gemini, ...	3	4	3	4	2
2	I know the definition of various types of AI, like ANI, AGI, and ASI.	1	2	1	1	1
3	I know the difference between AI and Generative AI.	4	4	4	4	4
4	I know the definition of Machine Learning, Deep Learning, and Neural Networks.	1	1	1	2	1
5	I know the difference between an AI Agent and Agentic AI.	1	1	1	1	1
6	I know what an AI Model is.	1	2	1	1	1
7	I know what an Algorithm is.	1	2	1	1	1
8	I know how an AI Model is built.	1	2	1	1	1
9	I know the definitions of Supervised Learning, Unsupervised Learning, and Reinforcement Learning that are used to train AI Models.	1	1	1	1	1
10	I know what a Large Language Model (LLM) is.	1	4	2	3	2
11	I know the definition of Multimodal.	1	4	2	2	1
12	I know how an image is generated by AI.	1	3	2	2	1

Row	Item	Sara	Ted	Jack	Brayan	Kate
13	I know what a Token is and how our AI usage is calculated.					
14	I know how to write effective prompts.					
15	I know what Prompt Engineering is.					
16	I know how to create dynamic, reusable prompts.					
17	I know what Few-shot Prompting is.					
18	I know what Retrieval Augmented Generation (RAG) is.					
19	I know what Chain-of-Thought (CoT) is.					
20	I know what Fine-tuning is.					
21	I know what Role-based Prompting is.					
22	I know what the AI Fluency Framework is.					
23	I know what Ethical & Responsible use of AI is.					
24	I know AI laws like the EU AI Act.					
25	I know how to protect my data when I use AI.					
26	I know what hallucination is.					
27	I know that AI systems can generate biased answers.					
28	I know various aspects of Ethical AI, like Transparency, Accountability, Fairness, Safety, Human Oversight, Privacy, Non-discrimination, Environmental Impact, ...					

Workshop: Understanding Current Status

As the team has not started its AI Transformation, most of the team-level items got a 0 score.

Team Level

Low **0** **1** **2** **3** **4** **5** High

Row	Item	Sara	Ted	Jack	Brayan	Kate
1	We run AI-enhanced Scrum Events.	0	0	0	0	0
2	We use AI for Product Backlog Refinement.	0	0	0	0	0
3	We use AI to powerfully transfer our messages to our audience (stakeholders, leaders, investors, ...).	0	1	0	0	0
4	We use AI in market research & product discovery.	0	0	0	0	0
5	We use AI to design experiments.	0	0	0	0	0
6	We use AI to write user stories.	0	0	0	0	0
7	We use AI to write Acceptance Criteria.	0	0	0	0	0
8	We use AI to create mock-ups & prototypes.	0	0	0	0	2
9	We delegate a significant amount of repetitive tasks to AI.	0	0	0	0	0
10	We use AI to order Product Backlog.	0	0	0	0	0
11	We use AI for presentations.	0	0	0	0	0
12	We use AI for analyzing product data & metrics.	0	0	0	0	0
13	We use AI to create the user persona.	0	0	0	0	0
14	We use AI for strategic roadmapping.	0	0	0	0	0

Row	Item	Sara	Ted	Jack	Brayan	Kate
15	We use AI for Release Planning & Writing Release Notes.					
16	We use AI for customer understanding.					
17	We use AI for feedback management.					
18	We use AI to create insights.					
19	We use AI as the decision-making support.					
20	We use AI to analyze team performance metrics.					
21	We use AI to facilitate meetings.					
22	We use AI to create Product Goals & Sprint Goals.					
23	We use AI to remove impediments.					
24	We use AI for teaching, coaching, and mentoring.					
25	We use AI in building our product.					
26	We use AI for coding.					
27	We use AI for code reviews.					
28	We use AI for refactoring.					
29	We use AI for security checks.					
30	We use AI for writing unit tests, ...					
31	We use AI for documentation.					
32	We use AI for the product quality check.					

Row	Item	Sara	Ted	Jack	Brayan	Kate
33	We know how to build AI Agents.					
34	We know when, what, and how to setup Agentic AI.					
35	We use AI for brainstorming.					
36	We know which part of the work we can delegate to AI and which part should stay on the human side.					
37	We are in a state where we enrich our product by adding AI features to it to deliver new value to our customers.					
38	We have a guideline on how an AI tool can be approached to be used in the team.					
39	We regularly measure our AI maturity level and adapt our way based on the learnings.					



Professional Scrum Master™ – AI Essentials

Now, it is decision time. If you want to go further and prepare yourself as a Scrum Master to support your team in their AI Transformation journey, join my upcoming Scrum.org official PSM-AI Essentials class.

[Enroll Now](#)



Professional Scrum Product Owner™ – AI Essentials

Now, it is decision time. If you want to go further and prepare yourself as a Product Owner to support your team in their AI Transformation journey, join my upcoming Scrum.org official PSPO-AI Essentials class.

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See you in Step 2 ...