Agile Coaching

Agile Coaching Competency Framework

Levels of Agile Coaching
- Team Coach
  - Team(s)
  - Teams
  - In between teams
  - Middle Management
- Agile Coach
  - Leaders
  - Organization
  - Structures
  - Culture

The Agile Coaching Group
- LeSS
- Scrum@Scale
- SAFE

Areas of Agile Coaching
- People
- Process
- Product
- Technology

Choosing Coaching Stance
- Visionary
  - “This is the future and you can get there too”
  - Inspiring leader who shares ideas and stories of a better tomorrow.
- Coach
  - “You did well, what do you think you can do better next time?”
- Partner
  - “We will do it together and learn from each other”
- Facilitator
  - “You will do it, I will guide the process”
- Teacher
  - “Here are some principles and methods you can use to solve problems of this type”
- Mentor
  - “I will do it; you join in side by side so you can learn from me”
- Advisor
  - “I will answer your questions as you go along”
- Hands-on Expert
  - “I will do it for you. I will tell you what to do”

Responsibility for client growth

Responsibility for client result

Agile-Lean Practitioner
- Applies Agile practices, lives Agile values.
- Takes on new challenges with an Agile Mindset.

Professional Coaching
- Partnering with clients in a creative process that inspires their personal & professional potential (from ICF).

Teaching
- Instructing others in specific knowledge, skills and perspective.

Mentoring
- Altered version of the original Agile Coaching Competency Framework by © Agile Coaching Institute

Sharing knowledge, skills & perspectives that foster the personal and professional growth of someone else.

Technical Mastery
- Expertise as a hands-on expert.

Transformation Mastery
- Expert at customer and value-driven innovation and product development.

Business Mastery
- A neutral process holder who guides groups through processes that help them come to solutions and make decisions.

Facilitating

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Choosing a Consulting Role
- Source: Principles and Dynamics of Matching Role to Situation. Douglas P. Champion, David H. Kiel and Jean A. McLendon

In Agile organizations a leader is responsible only in one area. Either PEOPLE, PRODUCT, TECHNOLOGY or PROCESS. Agile coaches coach the people in all areas to improve value and flow continuously.

What are the expectations? What stance do we need to take when?

LeSS SAFe
- Lean Agile Center of Excellence (LACE)

Scrum@Scale
- Scrum of Scrum (SoS)

Competence & Coaching Department
- Lean Agile Center of Excellence (LACE)

In a Nutshell

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Professional Creative Supportive Competent
- Listen to understand, not to answer.
- Be tough on the problem, but kind to the people.
- Support those who want support.
- Inspire to change, never use force.

Instructing others in specific knowledge, skills and perspective.

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Facilitating
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