

Agile Coaching

In a Nutshell



Professional



Creative



Supportive



Competent

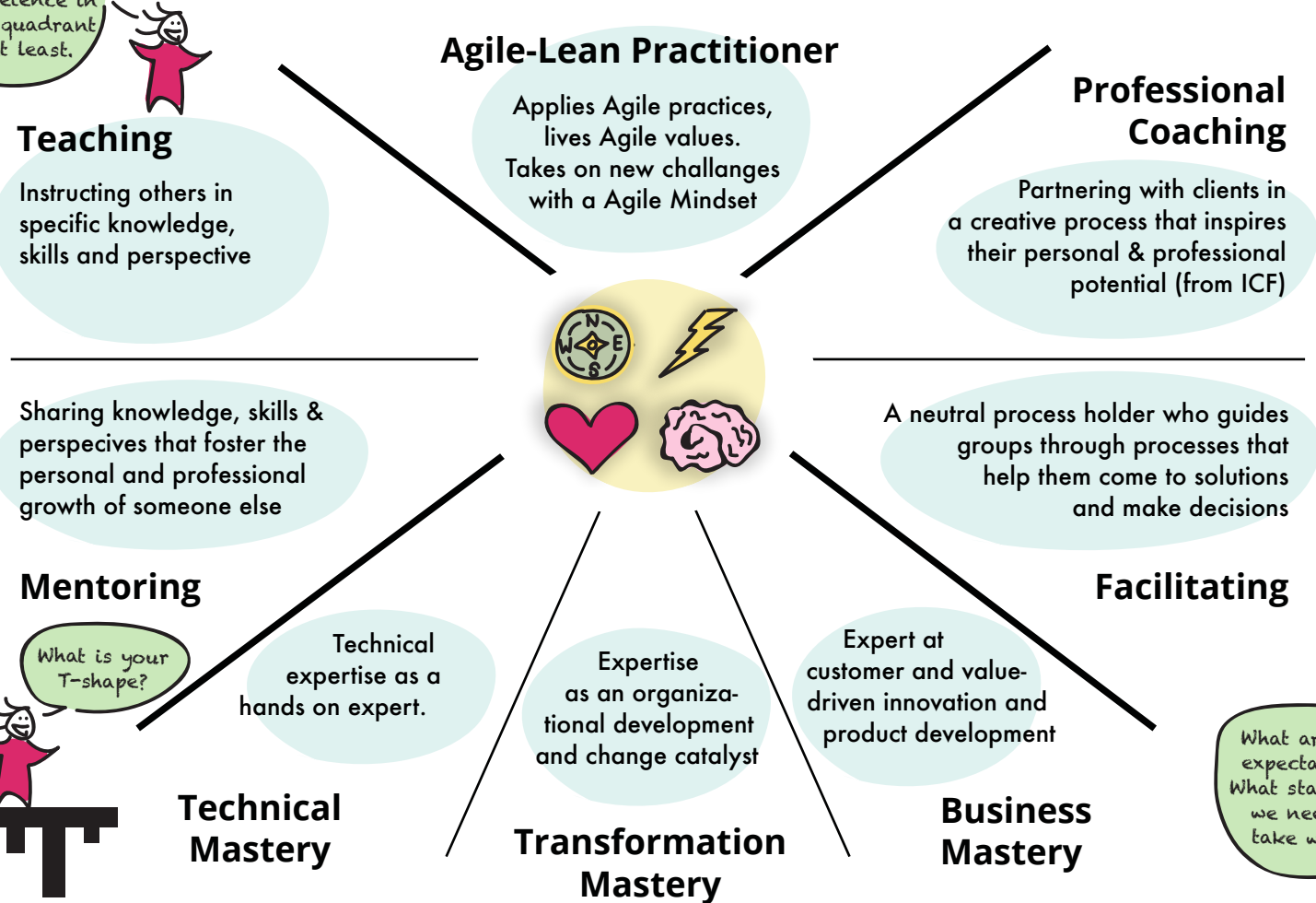
- Listen to understand, not to answer.
- Be tough on the problem, but kind to the people.
- Support those who want support.
- Inspire to change, never use force.

**DANDY
PEOPLE**

ver. 1.2

Agile Coaching Competency Framework

An Agile Coach should have one competence in each quadrant - at least.



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

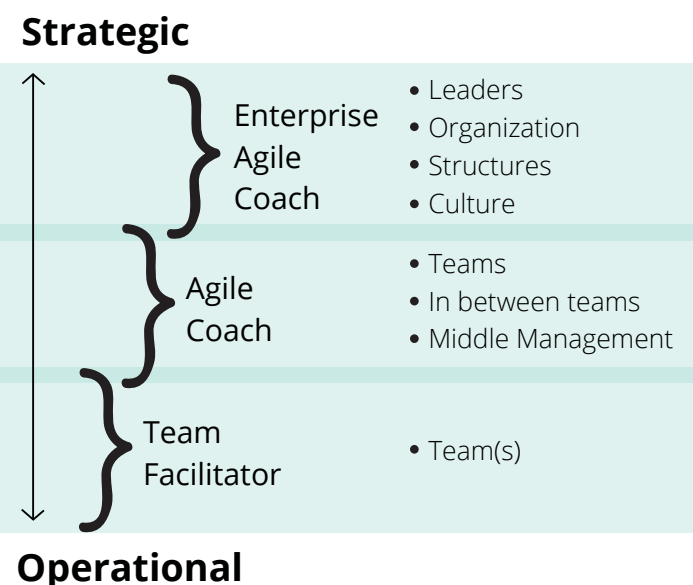
<http://agilecoachinginstitute.com>

Choosing Coaching Stance

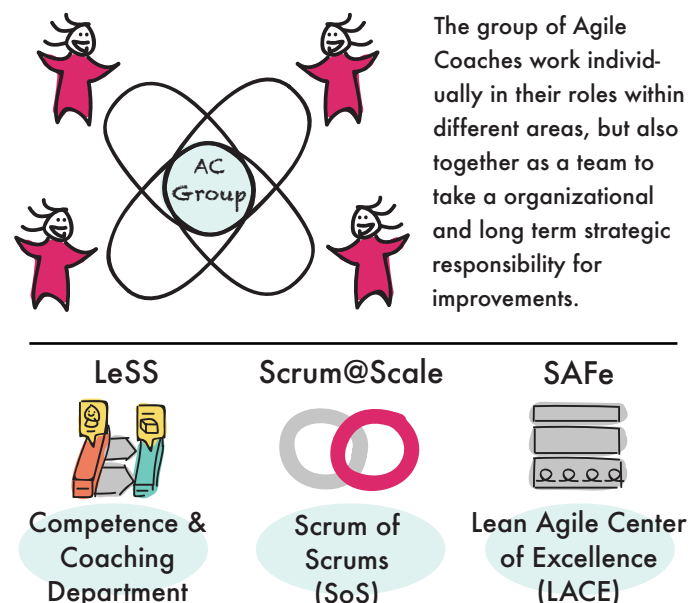
Visionary "This is the future and you can get there too" Inspiring leader who share ideas and stories of a better tomorrow.	Coach "You did well, you can add this next time"	Partner "We will do it together and learn from each other"
Facilitator "You will do it, I will guide the process"	Teacher "Here 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"
Reflective Observer "You do it; I will watch and tell you what I see and hear"	Advisor "I will answer your question as you go along" (Individual oriented)	Hand-on Expert "I will do it for you. I will tell you what to do"

Responsibility for client growth (vertical axis)
Responsibility for client result (horizontal axis)

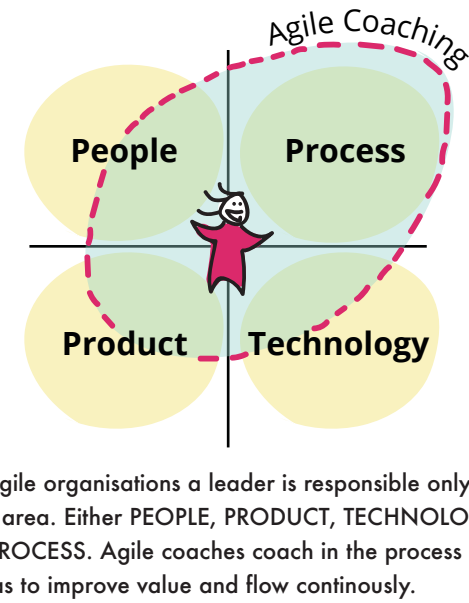
Levels of Agile Coaching



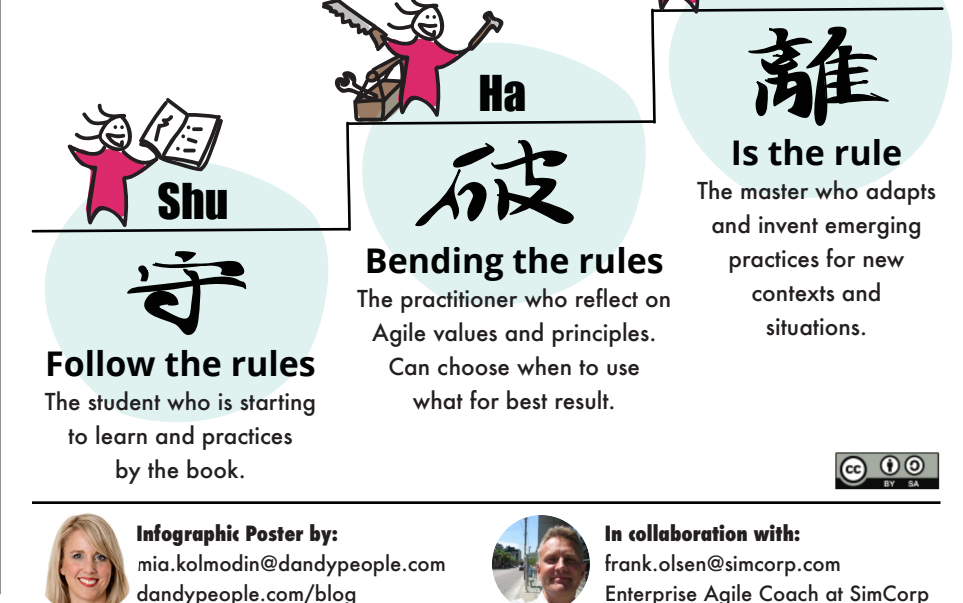
The Agile Coaching Group



Areas of Agile Coaching



Shu-Ha-Ri - Lean Agile Maturity



Free Download at: dandypeople.com/blog

Choosing a Consulting Role Source: Principles and Dynamics of Matching Role to Situation. Douglas P. Champion, David H. Kiel and Jean A. McLendonponsibility for client result