Agile Coaching

Agile Coaching Competency Framework

Levels of Agile Coaching

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<th>Strategic</th>
<th>Operational</th>
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<td>Enterprise Agile Coach</td>
<td>Team Facilitator</td>
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Teaching

Instructing others in specific knowledge, skills and perspective

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

Mentoring

Expertise as a hands-on expert.

Technical expertise as an organizational development and change catalyst

Facilitating

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

Professional Coaching

Partnersing with clients in a creative process that inspires their personal & professional potential (from ICF)

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, you can add this next time”

“Will do it together and learn from each other”

Partner

“Here are some principles and methods you can use to solve problems of this type”

Teacher

“I will answer your questions as you go along”

“Will do it for you. I will tell you what to do”

Facilitator

“You will do it, I will guide the process”

“Here are some principles and methods you can use to solve problems of this type”

Reflective Observer

“You do it, I will watch and tell you what I see and hear”

“Will do it for you. I will tell you what to do”

Advisor

“I will do it; you join in side by side so you can learn from me”

“Will do it for you. I will tell you what to do”

Hands-on Expert

“Will do it for you. I will tell you what to do”

“Will do it for you. I will tell you what to do”

Choosing Coaching Stance

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 process in all areas to improve value and flow continuously.

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.

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