3 DAYS

Agile Coaching

Intended Audience

This expert level course is for:

- Anyone working on an Agile project, especially internal or external agile consultants.

Prerequisites

This is an advanced Agile course which is not suitable for people new to Agile practices.

Participants need to have completed formal Agile training (such as IC Agile accredited, Agile Fundamentals course) and have at least 12 months experience working in an Agile team. If you are unsure as to your eligibility for attending please contact us to discuss.

Certification

This course covers the second step in the Agile Coaching Track of the IC Agile pathway and covers all the learning objectives of the Agile Coaching Certification (ICP-ACC). The ICP-ACC Certification is granted on the successful completion of this course.

Overview

This new and exciting, three-day course is designed to support experienced Agile practitioners as they move into supporting and coaching Agile teams in their organisation. It teaches the skills needed for an effective coach and mentor to bring the best out in the teams they support and to help them achieve maximum benefit from their Agile transformation.

The course is aligned with the ICAgile Agile Coaching Track, which has been designed by leading international experts to outline the skills and knowledge needed to be an effective Agile Coach.

The course is deeply experiential, immersing the participants in hands-on coaching exercises and using that experience to apply and reinforce the coaching theory. It will prepare participants to effectively undertake the role of Agile Coach in an organisation.

Learning Outcomes

- Understand the mindset and role of the Agile Coach
- Experience and apply techniques to coach and communicate effectively
- Understand how to mentor and coach people
- Know what is needed to effectively start up an Agile team
- Understand and have techniques to help grow and develop teams.

Content

- **The Mindset and Role of the Agile Coach**
- **Coaching and Communicating Effectively**

The coach fosters a safe environment for open communication through setting an example and encouraging others to mimic it. This topic will explore the value that effective professional coaching and communication brings to the team, including purposeful participation, effective use of silence, how to surface healthy conflict, and conflict management and resolution.

- **Mentoring and Coaching People**

Mentoring and coaching are decidedly different yet complementary. In the Agile context, mentoring and coaching helps people step into their Agile role fully and to transition to the Agile mindset. As team members transition to (or become more adept at) their Agile roles, the Agile coach is in a position to mentor their personal and professional growth by sharing the knowledge and insights they have learned. In addition, using professional coaching skills, the Agile Coach can help them find their own pathway to agility.

- **Starting Up Teams**

Effective coaching starts by helping Agile team members see what is occurring within themselves, with others, and around them in their environment. The purpose of this topic is to create a level of comfort with exploring individual and team preferences, perform start-up activities such as project and team chartering, self-organisation team constructs, being comfortable in learning through doing, starting before you have all of the answers, creating definition of done and other social contracts, defining roles and responsibilities, etc.

- **Growing and Developing Teams**

An Agile Coach understands how high performing teams are formed and maintained, as well as how to grow and develop teams toward their potential, given each team's specific circumstances. The Agile Coach understands the difference between a group and a team, when to build a team, how to facilitate the different stages of team development and how each stage may impact the adoption of certain Agile practices. Effective Agile coaching means understanding when to seamlessly alternate between pushing for results and stepping back to focus on the team's development, or dancing between teaching, facilitating, mentoring or coaching.