

# Agile Coaching

## Duration

**In-person:** 3 days

**LiveOnline:** 5 sessions of 4.5 hours each

## Intended for

Anyone working on an Agile project who aspires to the role of Agile Coach.

## Prerequisites

This is an advanced Agile course which is not suitable for people new to Agile practices. You will need to have completed formal Agile training and have at least 12 months' experience working in an Agile team. If you need to learn more about Agile practices, then we recommend our Agile Fundamentals course as a lead-in.



## Are you an experienced Agile practitioner moving into a coaching role? Our Agile Coaching course is designed just for you.

This program is deeply experiential, immersing you in hands-on coaching exercises to reinforce coaching theory. You'll gain the skills needed to be an effective coach and mentor to bring the best out of the teams you support – and help your team achieve maximum benefit from your Agile transformation.

## Learning outcomes

During this course you will learn about:

- The mindset and role of the Agile Coach
- The techniques to coach and communicate effectively
- How to mentor and coach people
- What is needed to effectively start up an Agile team
- How to help grow and develop teams

## Content

### The mindset and role of the Agile Coach

This topic will:

- Foster your own self-awareness and understanding of team dynamics and the organisational system
- Prepare you to help Agile teams work with these structures to plan and manage Agile adoption
- Teach you to understand the relationship between Agile and coaching in order to coach, facilitate, mentor and teach an Agile team
- Explain the relationship of a coach to a self-organised team.

### 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.

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## 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.

## Method used

Lecturing is kept to the minimum necessary, most of the learning is achieved through applying the practices and techniques in group exercises.

## Delivery

This program is offered as a classroom-based course as well as a LiveOnline program. Our LiveOnline delivery is over five days (each four and a half hours in duration). The instructor is 100% live and interaction and learning objectives are the same as our in-person classes with the added benefit of being able to take this course from your home, your office or your home office. Since this class is delivered over half-days it allows for greater flexibility and leaves you with time each day for other work or activities.

## Certification

ICAgile accredited course: Successful completion of this course will enable you to gain ICP-ACC Certification. This course aligns with the ICAgile's Coaching Track along with our Agile Fundamentals and Agile Team Facilitation courses.

## PDU's

This course will contribute 21 PMI® professional development units (PDUs) towards your chosen certification (7 technical hours, 10 leadership hours and 4 strategic hours).