

Agile Coaching

Duration

In-person: 3 days

LiveOnline: 5 sessions of 4.5 hours each

Prerequisites

This is an advanced agile course. To get the most out of this course, you will need to have completed formal agile fundamentals training such as our Agile Fundamentals course and have at least 12 months' experience working in an agile team. It is highly recommended that you also complete our Agile Team Facilitation course to cover the facilitation stance.

Intended for

- Anyone interested in becoming an Agile coach or enhancing their Agile coaching skills.
- Agile Coaches, Scrum Masters, Product Owners, Project Manager, and other Agile team members introduced in building their professional coaching, mentoring and teaching skills
- Executives and leaders interested in creating an Agile culture in their organisation
- Anyone interested in becoming an Agile coach or enhancing their Agile coaching skills



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.

Content

Agile Coaching Defined

- Agile Coaching Definitions and Behaviours
- Agile Role Model

Coach as a Teacher

- Delivery Mechanisms
- Making Learning Stick
- Feedback and Radical Candor

Agile Coaching Mindset

- Mindset Shifts
- Emotional Intelligence
- Agile Coaching Stance

Professional Coaching Skills

- Rapport and Presence
- Active Listening
- Powerful Questions

The Coaching Conversation

- Arc of the Coaching Conversation
- Popular Coaching Conversation Models

Agile Mindset Shifts and Role Transitions

- Agile Mindset
- Individual Change Cycle
- Role Transitions
- Coaching for Resistance

Agile Coaching

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.

Learning outcomes

During this course you will learn about:

- The mindset and role of the Agile Coach
- Developing Agile coaching stances such as teacher, mentor and coach
- Professional coaching skills such as active listening, powerful questioning and feedback and integrating them into a coaching conversation
- Supporting Agile mindset shifts and role transitions
- The importance of creating and facilitating an Agile Coaching Agreement and Coaching Alliance
- How to startup and grow high-performance Agile teams through effective coaching
- Techniques to handle conflict and dysfunction

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 Ways of Working, 10 Power Skills and 4 Business Accumen).

Content

Foundational Team Coaching

- Systems View
- Systems Observation
- Clean Language

Coaching Agreements and Alliances

- Internal versus External Coaches
- Agile Coaching Agreement
- Agile Coaching Alliance
- Transparency and Progress

Key Mentoring Skills

- Mentoring Conversation

Coaching Towards High Performance

- High Performance
- Coaching Tuckman
- Team Development
- Team Liftoff
- Team Health and Impediments

Handling Conflict and Dysfunction

- Conflict Resolution

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