

COACHING AGILE TRANSFORMATIONS



DURATION

In Person 3 days

LiveOnline 5 sessions of 4.5 hours

CERTIFICATION

ICAgile accredited course: The ICAgile Certified Professional, Coaching Agile Transitions is granted on the successful completion of this course. This certification is part of the ICAgile Enterprise Coaching Track along with our Agility in the Enterprise course. We offer the complete ICAgile Enterprise Coaching Track for those looking to become an ICAgile Certified Expert in Enterprise Coaching (ICE-EC).



PDUs

This course will contribute 14 PMI® professional development units (PDUs) towards your chosen certification (10 Ways of Working and 4 Power Skills).



AS COACH HOW CAN YOU BECOME A TRUE CATALYST FOR CHANGE?

In this course, you'll learn to hold the tension between what an organization wants, what the individuals within the organization want, and what the agile values and principles call for.

This course will build on your existing team coaching skills and extend them to the enterprise. You'll leverage teaching, mentoring, coaching, and facilitation skills to help the organization move from their current reality to the agile vision for the future. You'll gain an understanding of how to think through and understand the implications of changes on team members as well as the collective. You will also be able to generate an agile change plan with a focus on communication, education, and multi-level engagement.

LEARNING OUTCOMES

During this course you will learn about:

- Distinguish the skill and competencies of the enterprise agile coach from the agile team coach.
- Self-assess strengths and skill gaps to determine opportunities for improvement.
- Explore the journey of your own self-development and what limitations you are or have addressed.
- Discuss the ethical limitations of the role of an enterprise agile coach and how to address any challenges you may encounter.
- Explain how change impacts people and organizations leveraging several change models for comparison.
- Identify the tensions that exist between organization, individual contributor, and coach and how these tensions affect what is possible.
- Prepare an organizational change strategy based in agile values and principles.
- Identify likely organizational change impediments and describe techniques for addressing those impediments.
- Prepare a transition plan covering communication, education and engagement at multiple levels for a real-world or case study or organization.

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INTENDED FOR

This course is aimed at:

This course is intended to Agile Coaches and Agile Team Facilitators who want to build their skills and awareness beyond the team. It is also applicable to anyone with a strong background in change management, organizational design, or enterprise coaching with an interest in adding agile perspectives to their work.

PREREQUISITES

This is an advanced agile course designed for agile coaches and managers who are practicing coaching, mentoring, teaching, and facilitation skills at the program, portfolio, and enterprise levels.

Agile Coaching Certification (ICP-ACC), Agile Team Facilitation Certification (ICP-ATF) or equivalent experience and skills are required.

CONTENT

Topics and exercises covered in the course include:

- Enterprise Agile Coaching in the Agile Coaching Framework.
- Agile coaching ethics.
- Human elements of change.
- Agile assessments.
- Agile transformation strategies.
- Organization communication planning.
- Large group facilitation techniques.

METHOD USED

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