

THE AGILE COACH

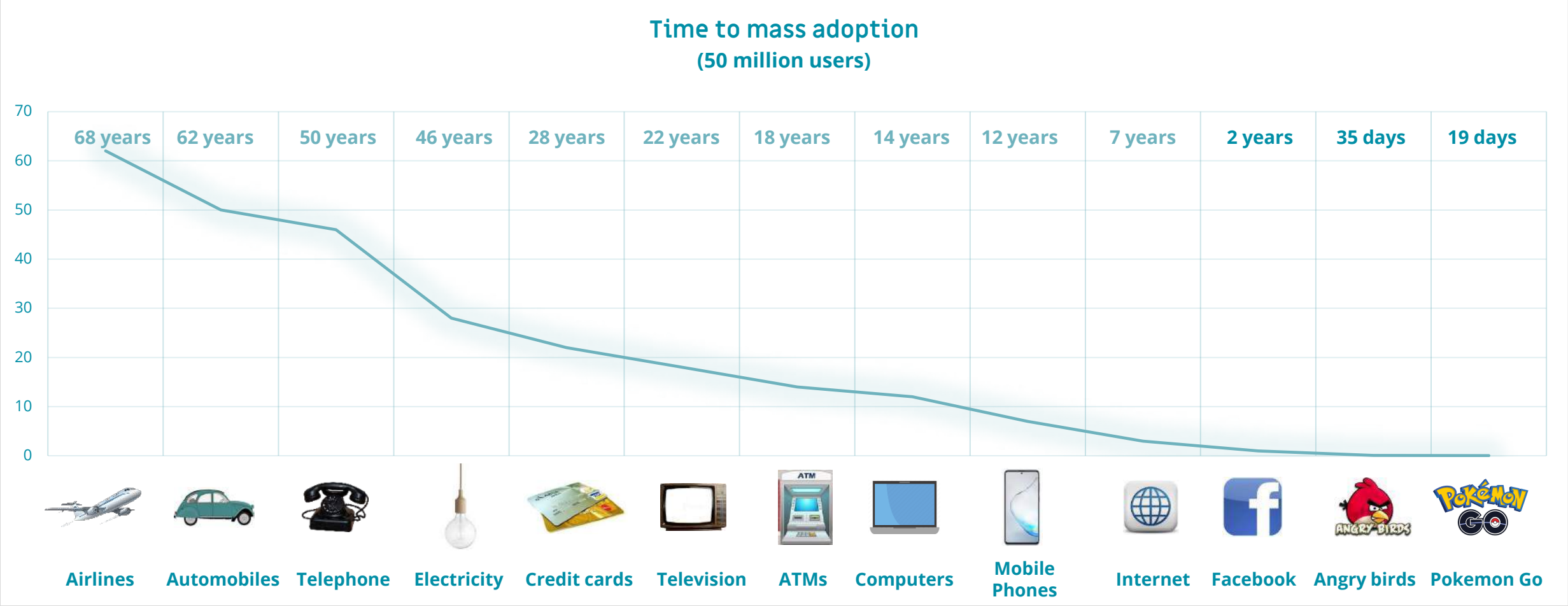
Agile People Workshops



PROBLEMS



TECHNOLOGY ACCELERATION

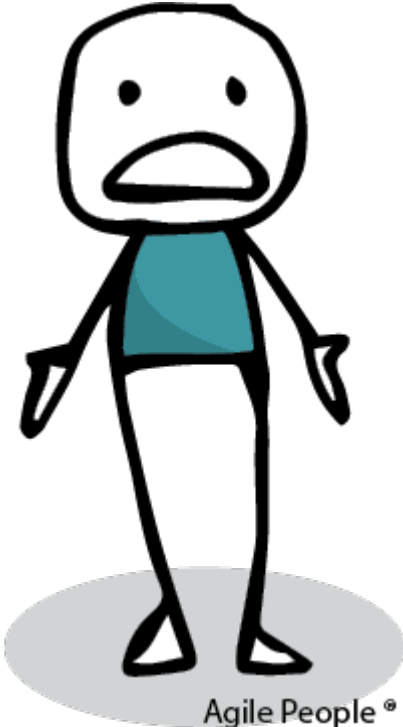


ARIE VAN BENNEKUM: "THE PERMAFROST LAYER"



CHANGE FOR MANAGERS

So what is happening to my role when we become agile?



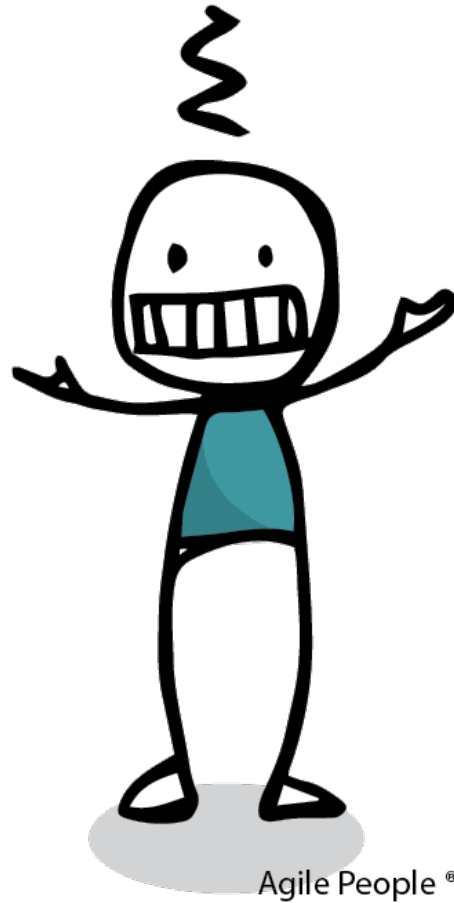
“Manager from the old paradigm”

THE HR ROLE IS CHANGING

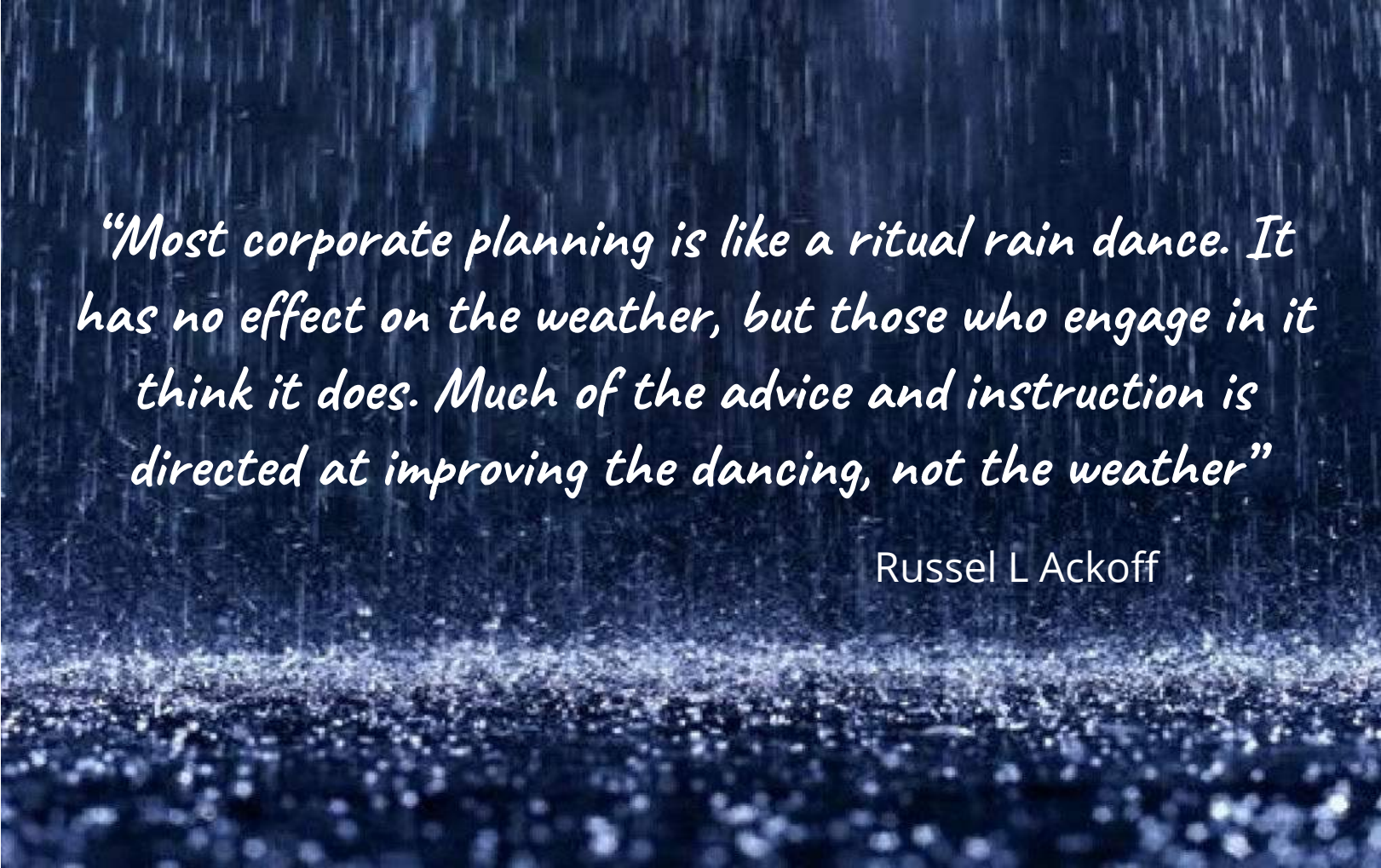


© agilepeople.com

THE AGILE COACH ROLE IS CHANGING



ABOUT THE BUDGET PROCESS AND BUSINESS PLANNING



“Most corporate planning is like a ritual rain dance. It has no effect on the weather, but those who engage in it think it does. Much of the advice and instruction is directed at improving the dancing, not the weather”

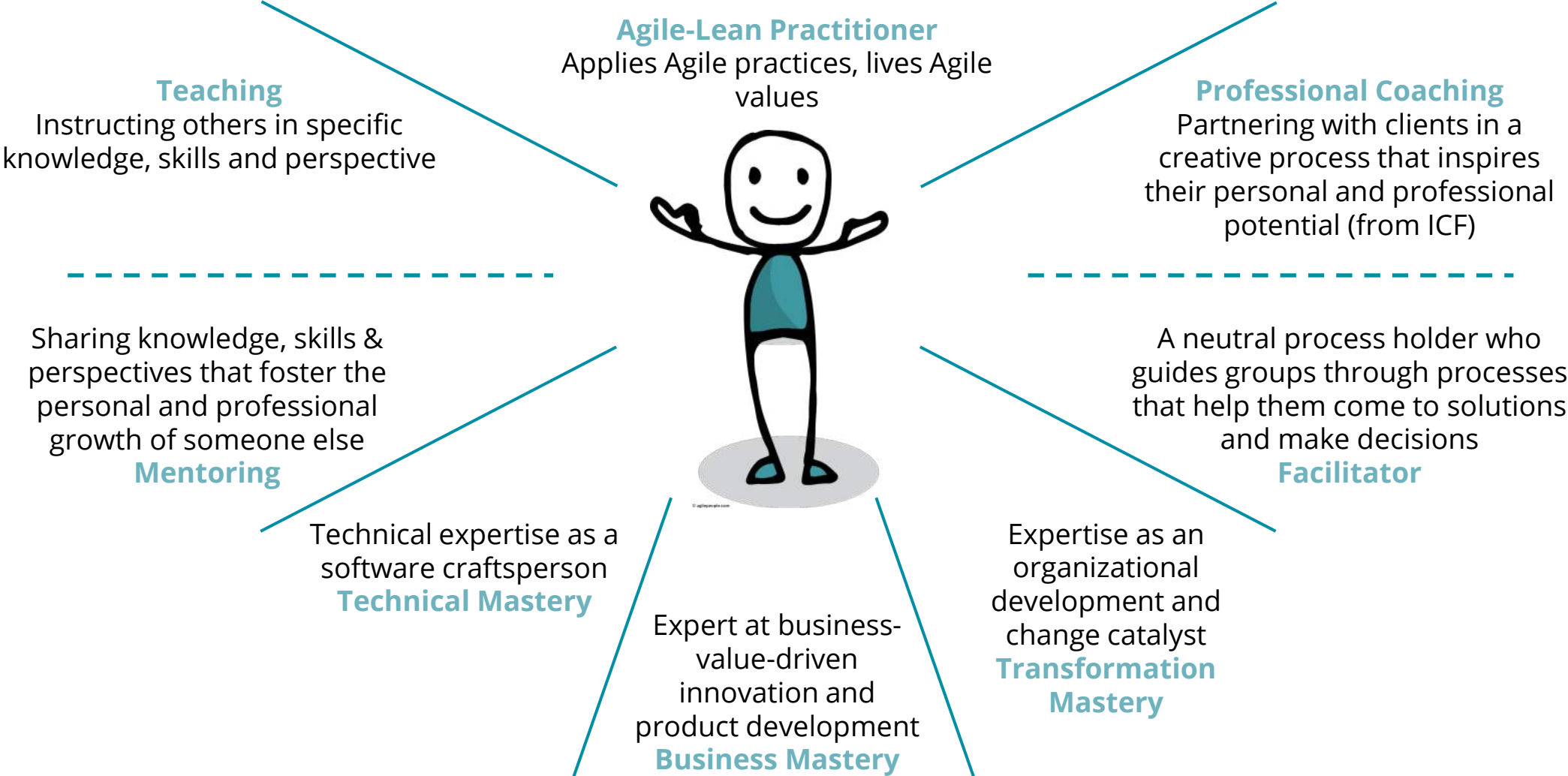
Russel L Ackoff



THE AGILE COACH

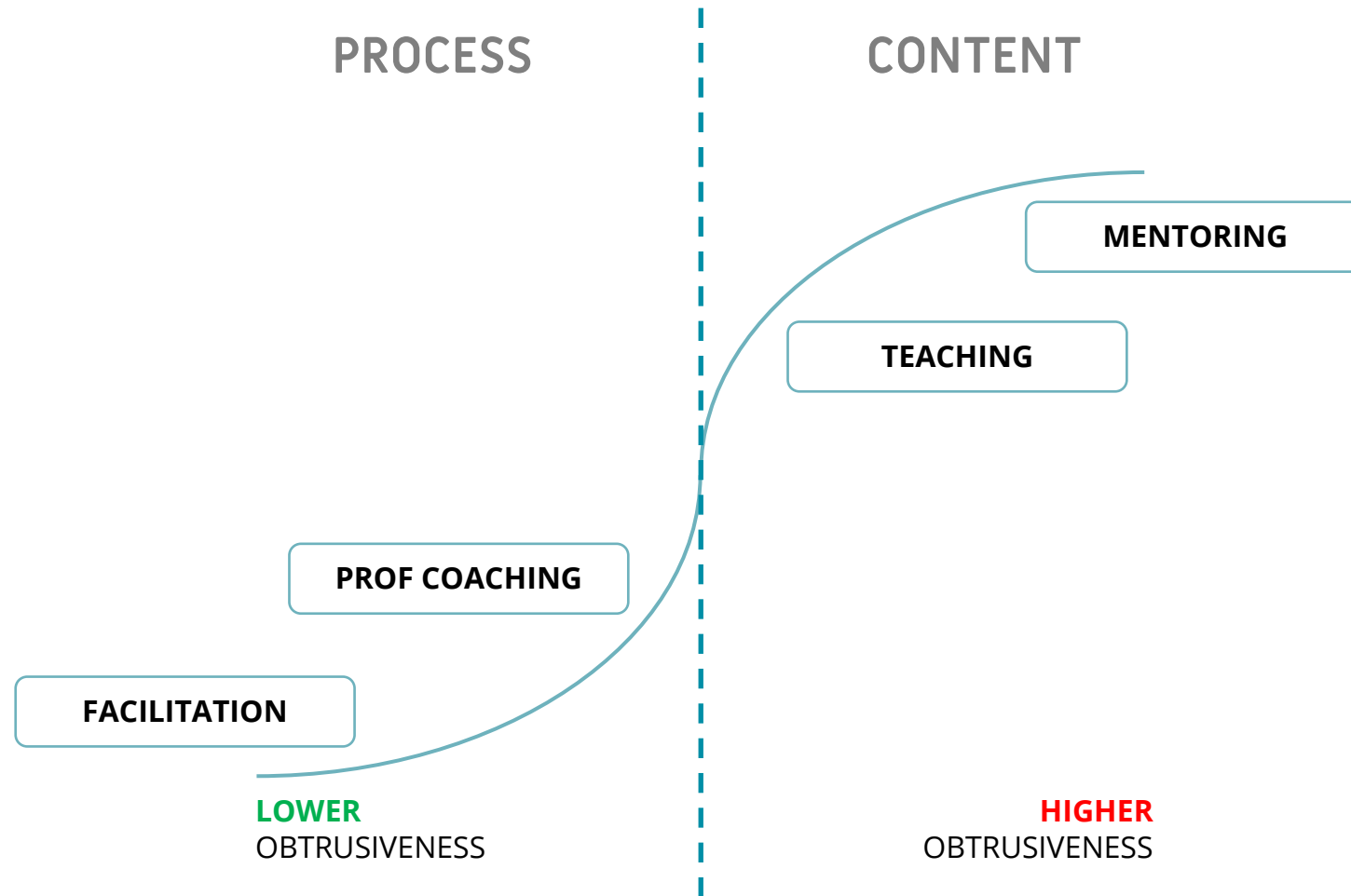
... OR MENTOR, TRAINER, FACILITATOR

AGILE COACHING COMPETENCY FRAMEWORK



Source: Lyssa Adkins Framework for Agile Coaching

AGILE COACH COMPETENCIES (STANCES)



FACILITATOR ROLE

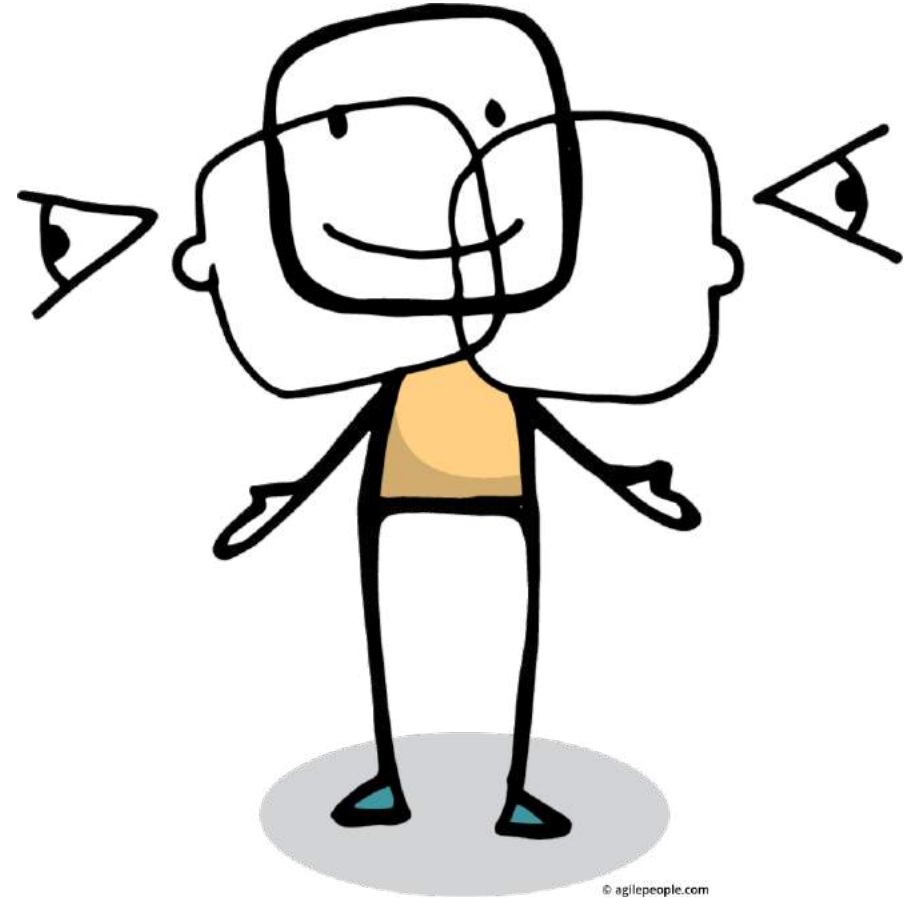
Use facilitation when

You don't know yet the current maturity level of the client

More obtrusive coaching is happening in another knowledge domain

You have done some training and/or mentoring and believe the client now has all the needed knowledge.

A whole group of people is engaged in the matter that need help in driving their collaboration (e.g. building shared understanding or decision making)



COACH ROLE

Use professional coaching when

Pure facilitation didn't give sufficient results.

You have done training and/or mentoring and now you would like the clients to make decisions based on what you had taught.

You are working with a complex issue that requires deeper look and insights.

You have enough capacity to work one on one with a person



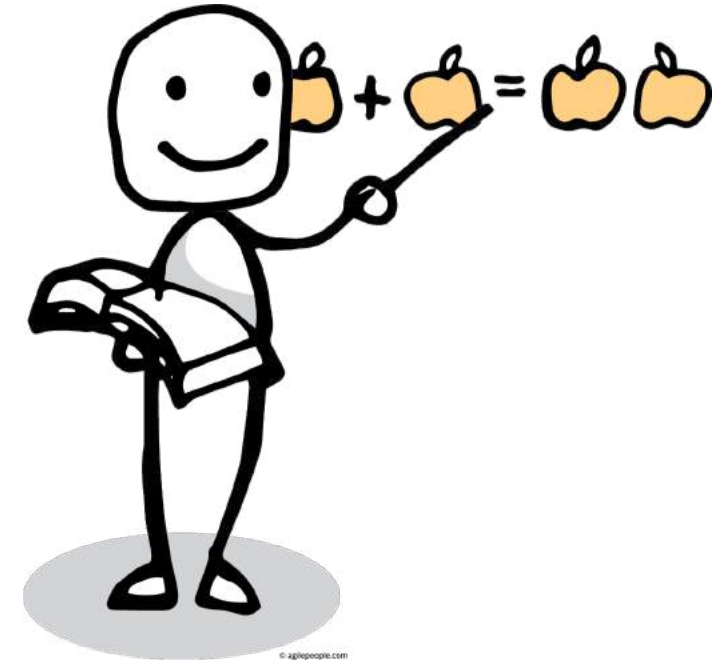
TRAINER ROLE

Use teaching when

Previous facilitation and coaching resulted in a low level of insights.

It is possible to help the clients get insights by reviewing a case study or a made-up example.

You (or other coaches) are able to follow up on this topic later with coaching or mentoring.



MENTOR ROLE

Use mentoring when

You have gained trust from the mentoree(s).

You have solved similar issues in the past and have a set of proven methods.

You are an expert in the domain and passing your skills on to the clients will make a change.



WHY DID WE DEVELOP THIS COURSE?

The many "roads" of the Agile Coach

(Lyssa Atkins, Coaching Agile Teams)

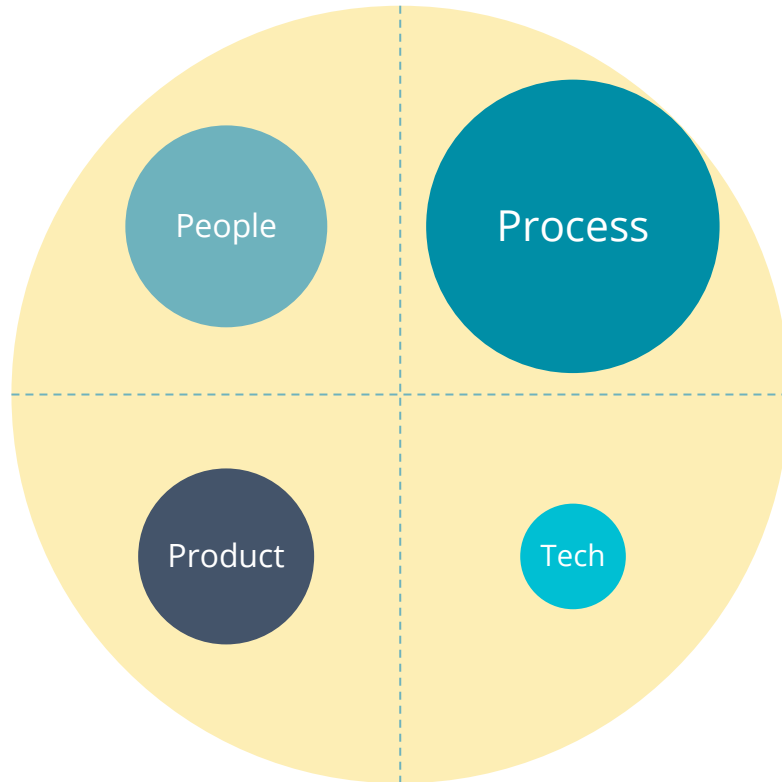


- From Scrum master to Agile Coach
- From Tech Lead to Agile Coach
- From Project manager to Agile Coach

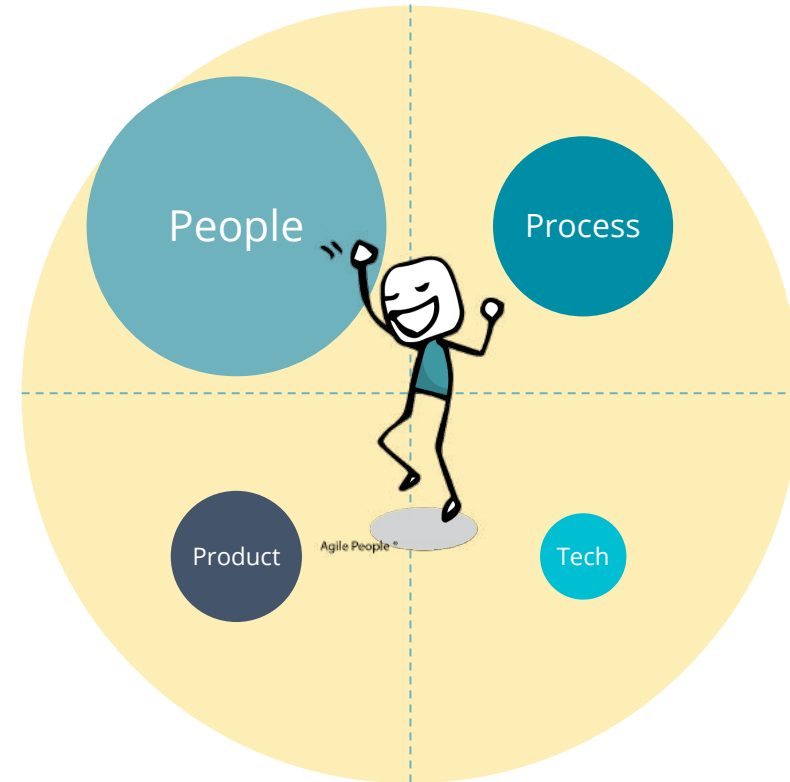
There are as yet no "guides" for the manager or HR professional towards becoming an Agile People Coach

AGILE COACH VS. AGILE PEOPLE COACH

Areas of Agile Coaching

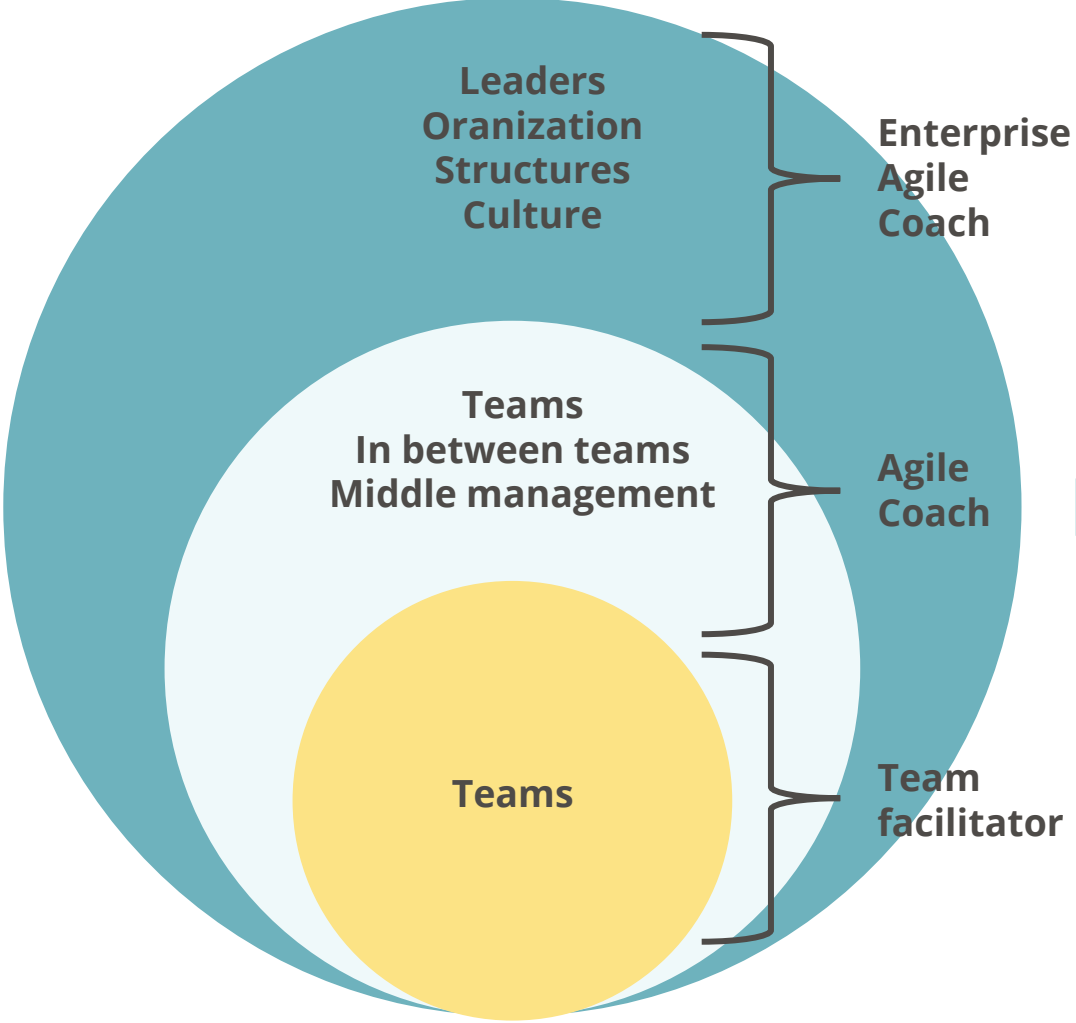


Areas of Agile People Coaching

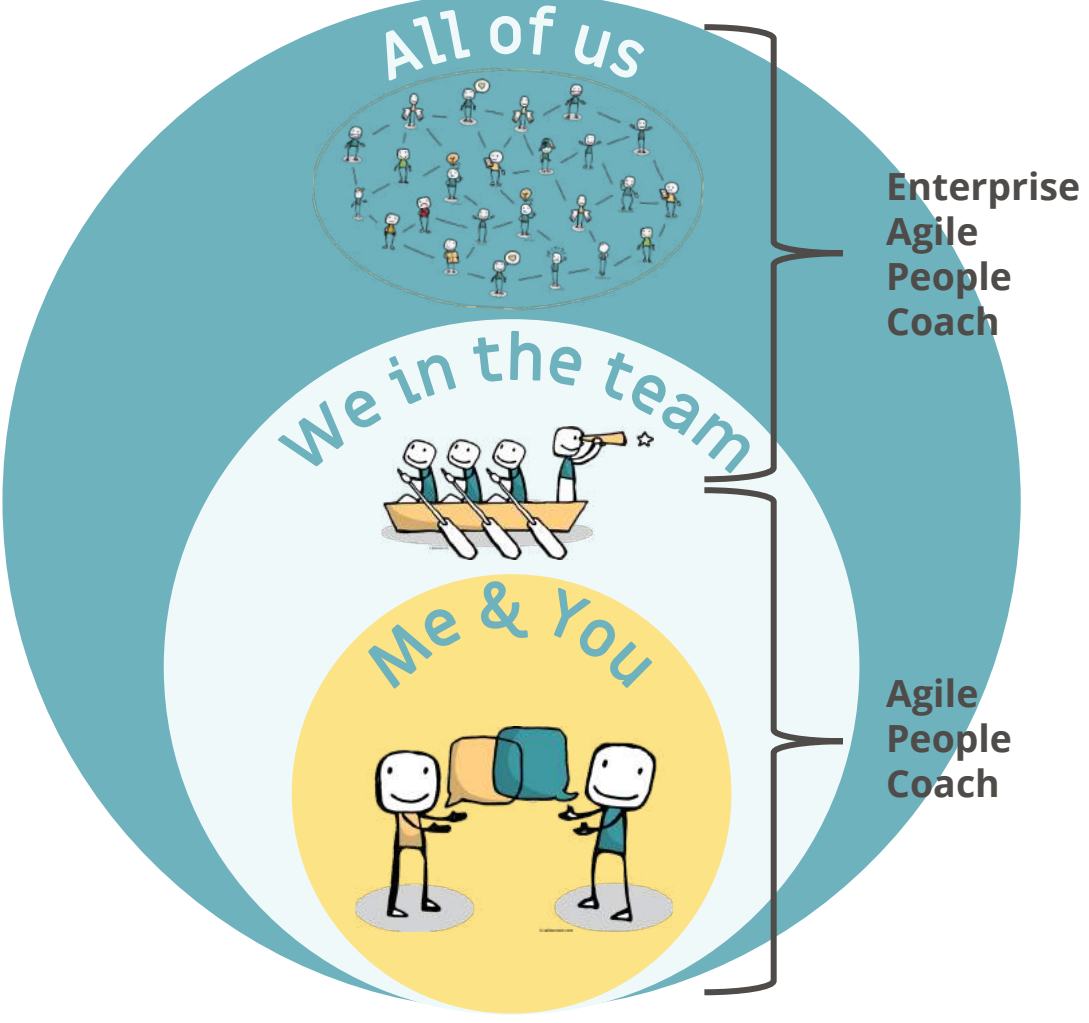


AGILE COACH VS AGILE PEOPLE COACH

Agile Coach



Agile People Coach



FROM AGILE COACH TO AGILE PEOPLE COACH

From Agile Coach

To Agile People Coach

Focus mainly on team coaching and coordination of teams

> Focus on individual, team and /or enterprise coaching

Deep process skills (Scrum etc.)

> Deep People skills

Working mainly in software development / IT / Tech

> Background in any business function (ie HR, legal, finance, marketing etc.)

Most commonly active in industries related to tech / digital development

> Experience from a variety of different industries

Background in IT or project management of IT projects

> Working in any business function and between functions

No formal power or position

> Can have formal power / position and legal responsibilities

No or little leadership / HR experience

> Experience from leading people or supporting leaders leading people