Coaching

What is it?

How does it relate to Agile?

Coaching

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Certified by more than 5 different certification organizations.

PMP, PMI-ACP, CSM, ICP-ACC, ICP-ATF, SAFe SA, etc., etc.

Details can be found at

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Currently working as an agile coach in the federal space.

Coaching

A definition:

Coaching is training or development in which a person called a "coach" supports a learner in achieving a specific personal or professional goal.
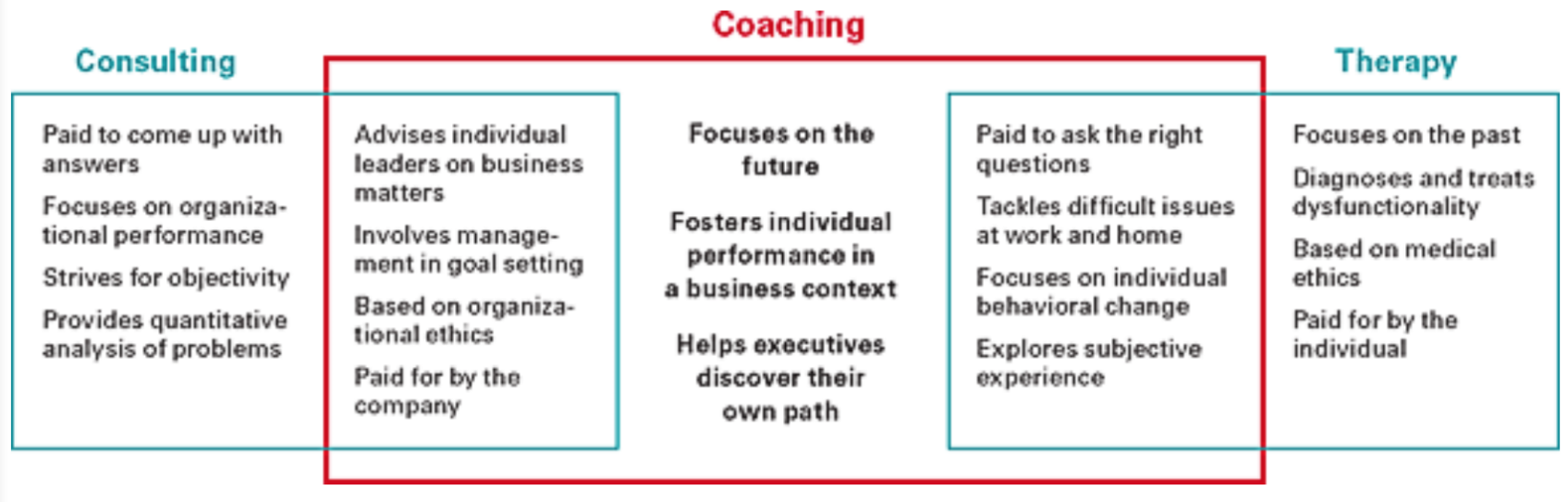
from http://en.wikipedia.org/wiki/Coaching

Coaching

Consulting vs.
Coaching vs.
Therapy

Coaching

Coaching borrows from both consulting and therapy

Coaching

Consulting		Coaching		Therapy
Paid to come up with answers	Advises individual leaders on business matters	Focuses on the future	Paid to ask the right questions	Focuses on the past
Focuses on organizational performance	Involves management in goal setting	Fosters individual performance in a business context	Tackles difficult issues at work and home	Diagnoses and treats dysfunctionality
Strives for objectivity	Based on organizational ethics	Helps executives discover their own path	Focuses on individual behavioral change	Based on medical ethics
Provides quantitative analysis of problems	Paid for by the company		Explores subjective experience	Paid for by the individual

https://hbr.org/2009/01/what-can-coaches-do-for-you

Coaching

Consulting vs. Coaching vs. Therapy

Consulting:

Advising or giving a person the answer

Coaching

Consulting vs. Coaching vs. Therapy

Therapy:

Move a person from dysfunctional to normal

Coaching

Consulting vs. Coaching vs. Therapy

Coaching:

Normal to realization of full potential

Coaching

Different kinds of coaching:

✓ Sports coaching

✓ Life coaching

✓ Leadership coaching

✓ Agile coaching

✓ ...

Coaching

Sports coaching:

✓ Olympic athletes have a coach, some have more than one!

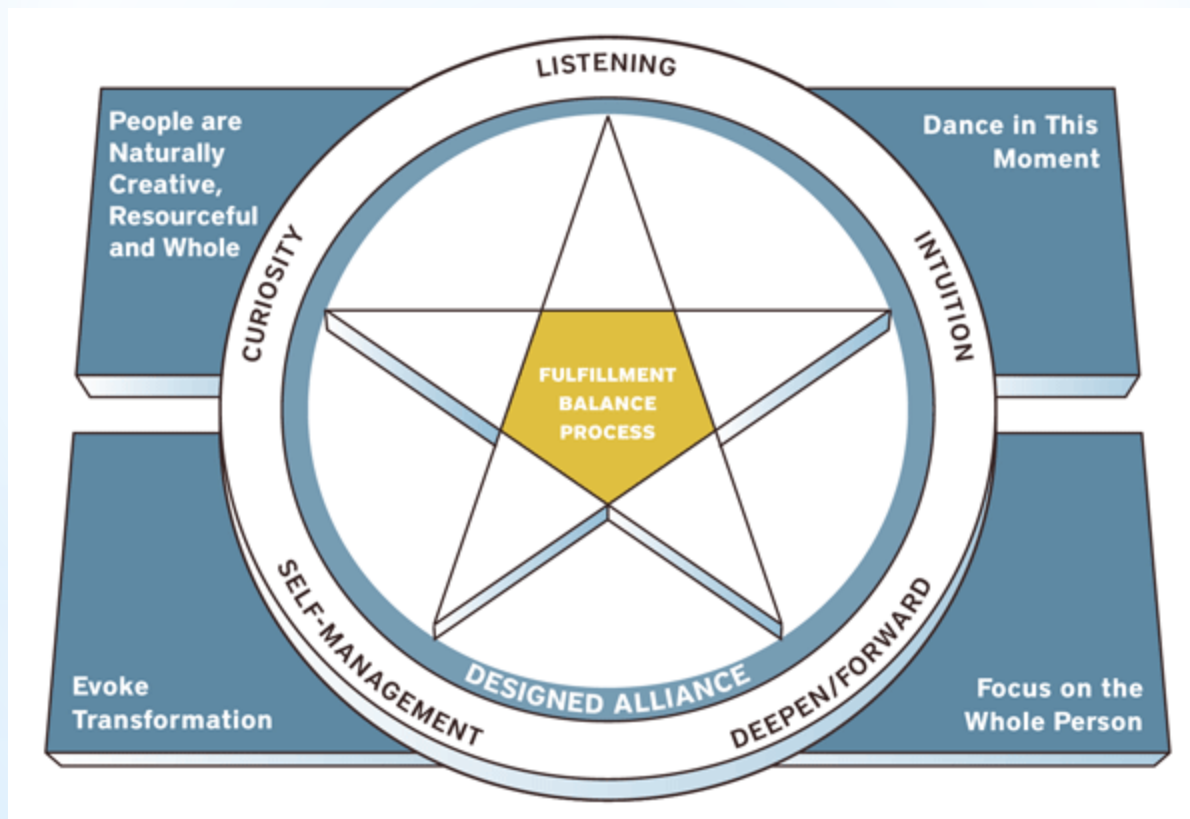✓ Professional sports teams have a team of coaches

Coaching

Life coaching:

✓ Co-active coaching

✓ Executive coaching

✓ Leadership coaching

✓ Integral coaching

International Coaching Federation (ICF)

Coaching

Co-active coaching model
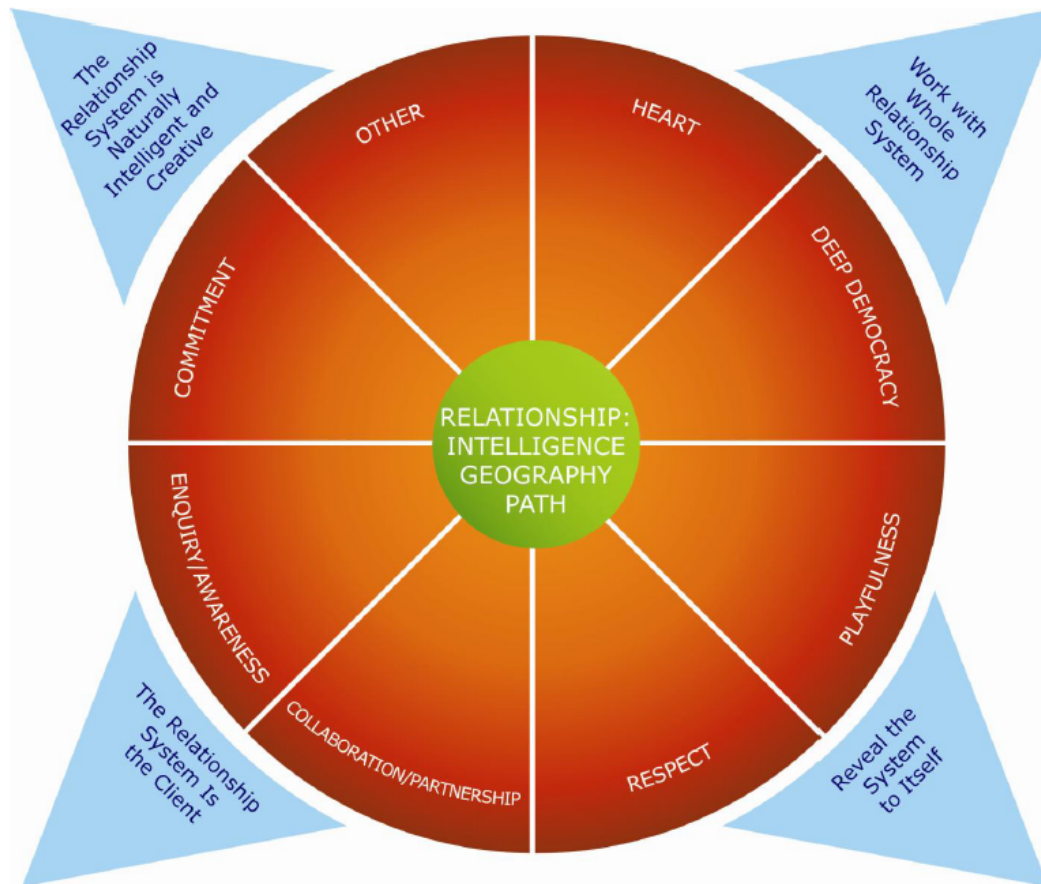

CTI - http://www.thecoaches.com

Coaching

Group coaching:

✓ Organization & Relationship Systems Coaching (ORSC) by CRR Global

International Coaching Federation (ICF)

Coaching

ORGANIZATION AND RELATIONSHIP SYSTEMS COACHING MODEL

Coaching

Agile coaching:

✓ Team level coaching

✓ Enterprise level coaching

Coaching

Agile team coach:

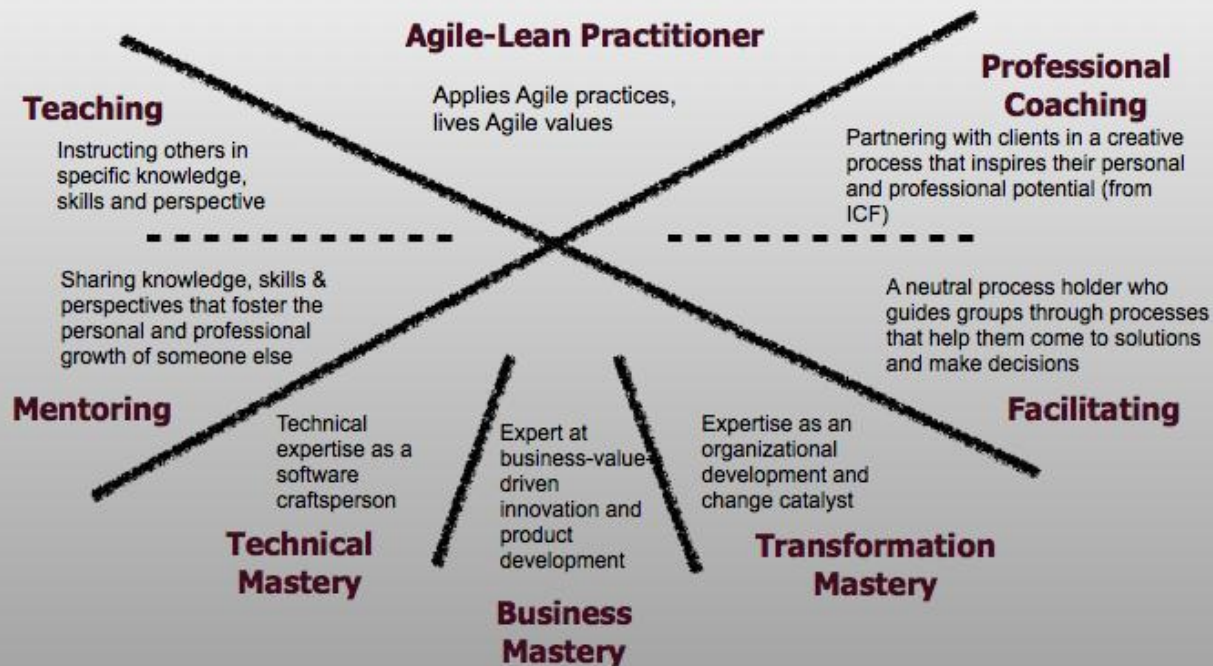Done at team level -

✓ Scrum Masters

✓ Product Owners

✓ Team members

✓ Supervisors & managers

Coaching

Agile Coaching Competency Framework

Agile-Lean Practitioner
Applies Agile practices, lives Agile values

Teaching
Instructing others in specific knowledge, skills and perspective

Professional Coaching
Partnering with clients in a creative process that inspires their personal and professional potential (from ICF)

Sharing knowledge, skills & perspectives that foster the personal and professional growth of someone else

A neutral process holder who guides groups through processes that help them come to solutions and make decisions

Mentoring

Facilitating

Technical expertise as a software craftsperson

Expert at business-value-driven innovation and product development

Expertise as an organizational development and change catalyst

Technical Mastery

Business Mastery

Transformation Mastery

ACI - http://www.agilecoachinginstitute.com/

Coaching

Enterprise Agile Coaching:

Business agility & Human systems agility -
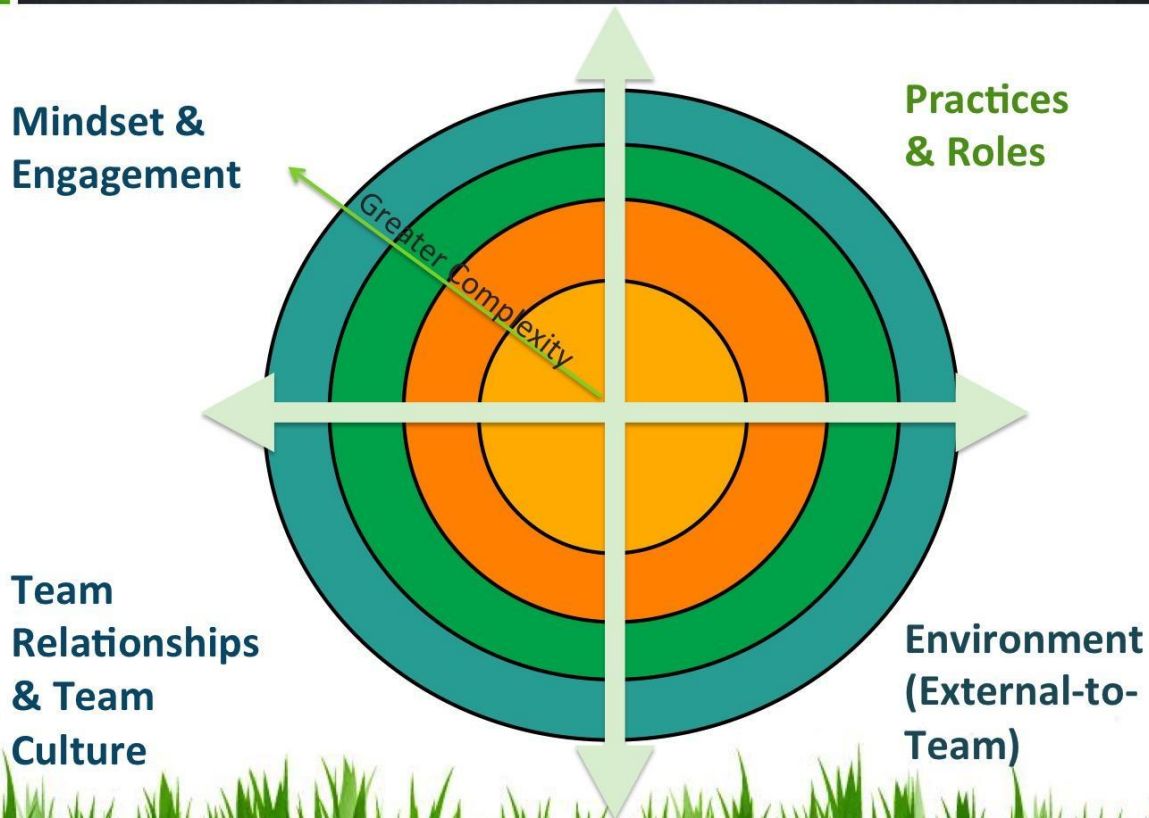
✓ Organization change

✓ Scaling agile (Agile frameworks for enterprise scaling)

✓ Enterprise leadership

✓ Agile team health & sustainability

✓ Cultural change

Coaching

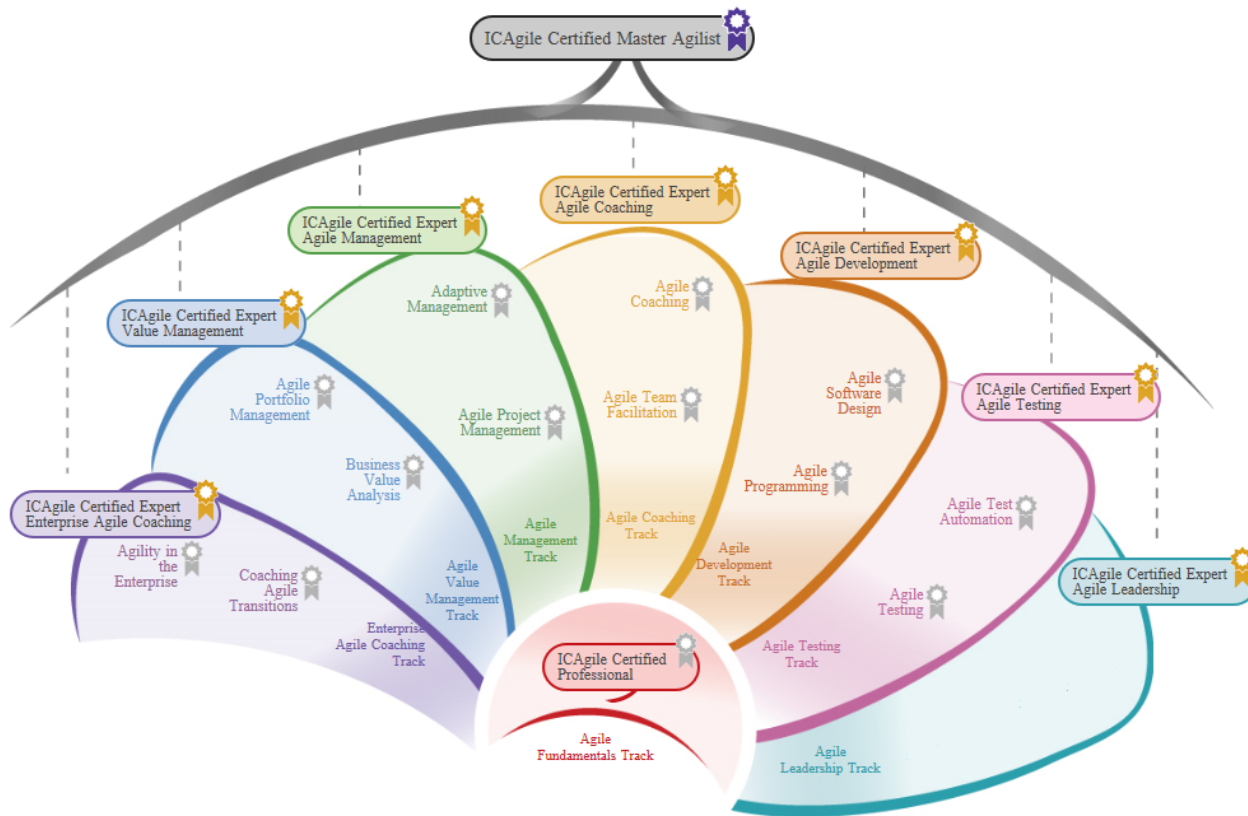Integral Agile Operating System™
Team Transformation Model

6

Mindset & Engagement

Practices & Roles

Greater Complexity

Team Relationships & Team Culture

Environment (External-to-Team)

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Sources: Wilber, Kegan, Cook-Greuter, Graves, and Beck

ACI - http://www.agilecoachinginstitute.com/

Coaching

ICAgile - https://icagile.com

Additional Questions

?

Resources

Coaching:

CTI (Co-Active) - http://www.thecoaches.com/

CRR Global (ORSC) - http://crrglobal.com/

ICF - http://www.coachfederation.org/

Agile coaching:

ACI - http://www.agilecoachinginstitute.com/

ICAgile - https://icagile.com/