

Agile Coaching

In a Nutshell



Professional



Creative



Supportive



Competent

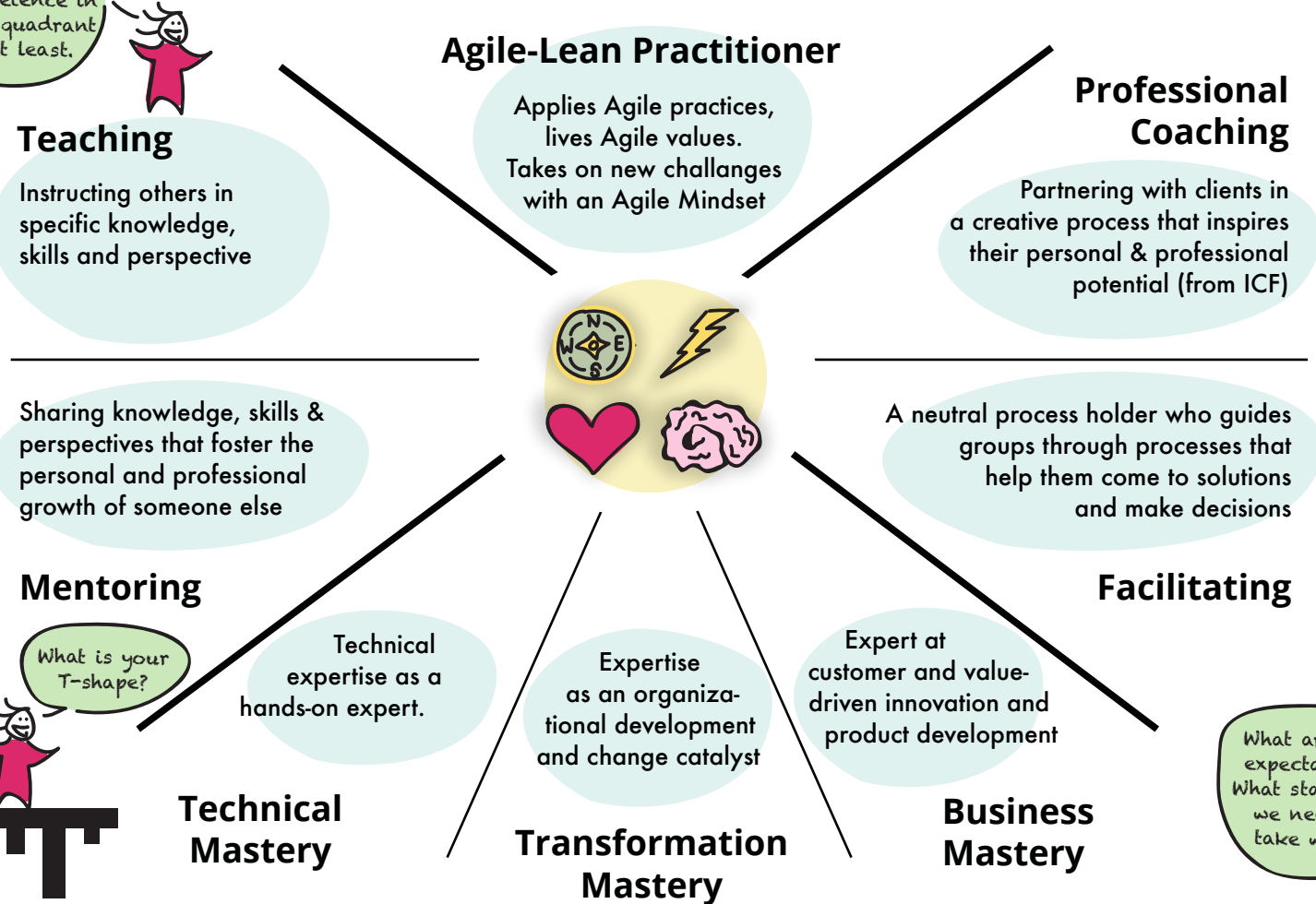
- Listen to understand, not to answer.
- Be tough on the problem, but kind to the people.
- Support those who want support.
- Inspire to change, never use force.

**DANDY
PEOPLE**

ver. 1.3

Agile Coaching Competency Framework

An Agile Coach should have one competence in each quadrant - at least.



Altered version of the original Agile Coaching Competency Framework by © Agile Coaching Institute

<http://agilecoachinginstitute.com>

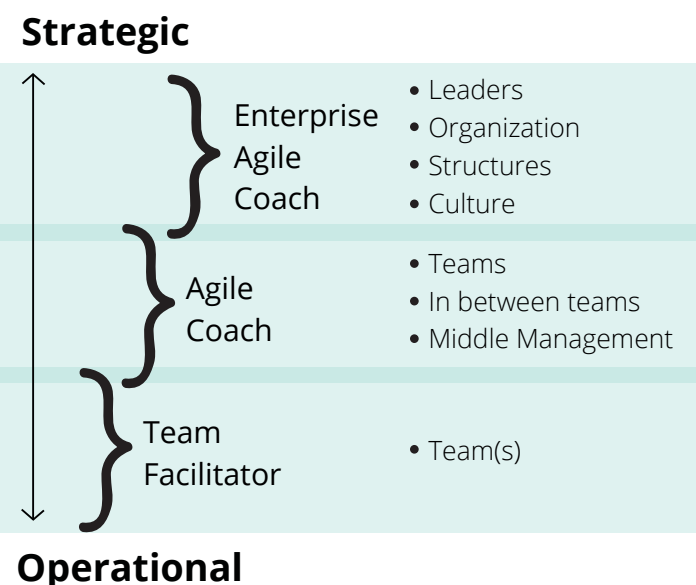
Choosing Coaching Stance

Visionary "This is the future and you can get there too" Inspiring leader who shares ideas and stories of a better tomorrow.	Coach "You did well, you can add this next time"	Partner "We will do it together and learn from each other"
Facilitator "You will do it, I will guide the process"	Teacher "Here are some principles and methods you can use to solve problems of this type"	Mentor "I will do it; you join in side by side so you can learn from me"
Reflective Observer "You do it; I will watch and tell you what I see and hear"	Advisor "I will answer your questions as you go along"	Hands-on Expert "I will do it for you. I will tell you what to do"

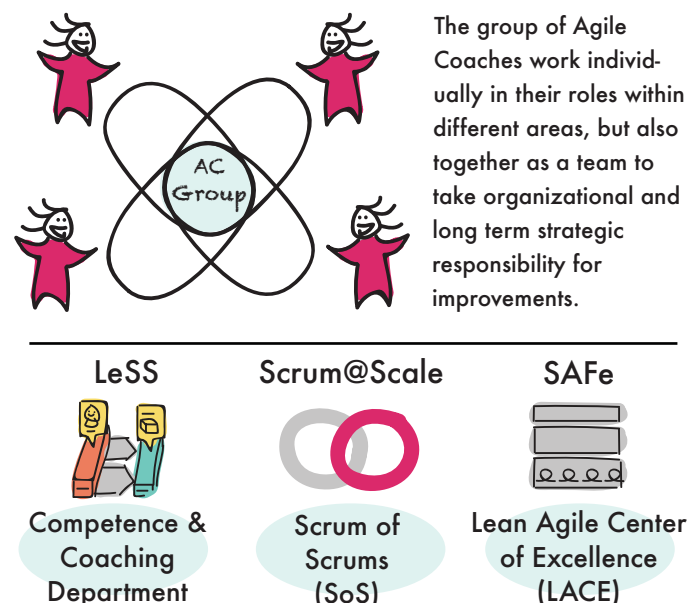
Responsibility for client growth ↑

Responsibility for client result →

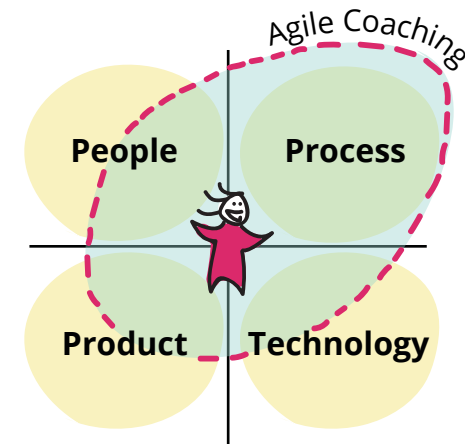
Levels of Agile Coaching



The Agile Coaching Group

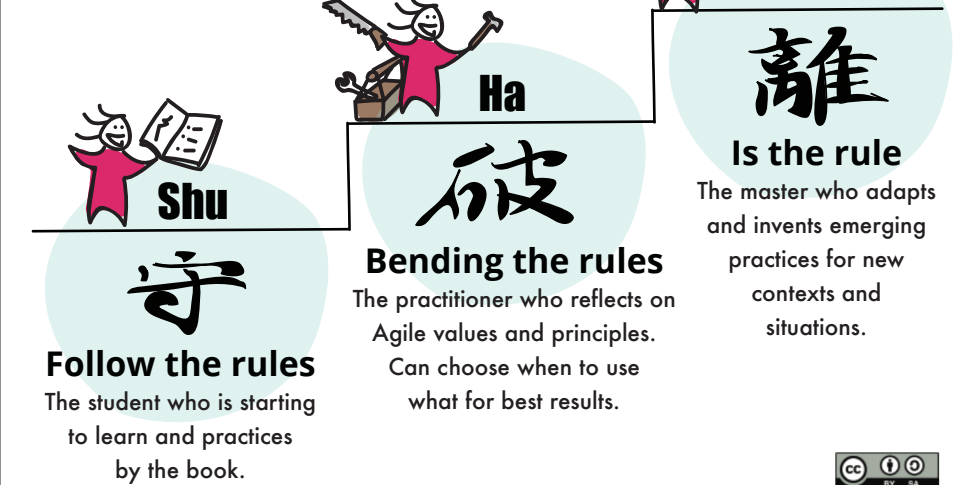


Areas of Agile Coaching



In Agile organizations a leader is responsible only in one area. Either PEOPLE, PRODUCT, TECHNOLOGY or PROCESS. Agile coaches coach the process in all areas to improve value and flow continuously.

Shu-Ha-Ri - Lean Agile Maturity



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