



# Agile Coaching Institute

## Agile Coaching Excellence: A Corporate Path to Sustainable Agile

*Agile Coaching maturity assessments, development plans & training programs*

### **DO YOU WANT AGILE COACHES WHO CAN HELP TEAMS DELIVER THE AMAZING RESULTS PROMISED BY AGILE?**

- Do you have trouble finding truly qualified agile coaches, even when they come to you as Certified Scrum Masters?
- Is there more demand for agile teams than you have coaches to guide them?
- Are you dependent on outside coaches who come and go, leaving you at square one each time?
- Or, perhaps you have enough agile coaches, but your agile adoption has plateaued at ‘good,’ but not ‘great’?

### **LEAVING INDIVIDUAL COACHES TO DEVELOP ON THEIR OWN IS RISKY, ESPECIALLY WITH THE NEED FOR AGILE EXPLODING.**

We believe organizations should have a constant and internal supply of masterful agile coaches – and the ability to “make more” as needed. But, how?

Let’s begin with what’s needed first, to know where we are starting.

### **A WAY TO ASSESS AGILE COACHING COMPETENCY**

Wouldn’t you like to know where your agile coaches “stand” with respect to the diverse competencies possessed by great agile coaches? Using a competency framework developed by the *Agile Coaching Institute*—the thought leaders in agile coaching—you can do exactly that. Our guided self-assessment process gives your coaches a detailed picture of where they stand now, then helps them to choose their most powerful future development path. Done as a community, the assessment process engages peer accountability, support, and a holistic view.

### **WHAT IS ACE?**

The Agile Coaching Excellence Self-Assessment is a guided process for a group of up to 30 agile coaches. Participants first learn about the eight competency areas as a group and then assess themselves using the framework. The output includes visual graphs of current state and desired future (at the individual and organizational levels) plus a prioritized development and accountability plan. An optional set of written recommendations can be provided by ACI upon request.

### **HOW IS IT CONDUCTED?**

The self-assessment is offered as a 1-day interactive process. The assessment includes experiential exercises, mini-lectures, written assessment questions, group debriefs and individual reflection. After experientially learning the model as a group, participants are guided through a process that allows them to assess themselves through personal reflection, dyad/triad conversation, and whole-group integration. Throughout, opportunities to coach the group arise and are used to deepen the understanding of the model and their coaching capabilities.

In specific, the session addresses these questions:

- What are the agile coach competencies model?

- Where do we, as coaches, assess ourselves with regard to this model today? And where we want to be in the future?
- What picture does that give us of our capabilities, both individually and as a group of agile coaches?
- What mix of competencies best serve the current and emerging needs of the organization?
- How does this meet with the vision of the organization and what the organization needs to accomplish?
- Given all of this...Where do I, as an agile coach, choose to develop further? What are the first steps in my personal development plan? How do I move into action?

The extent to which the process incorporates the organization’s vision and needs is flexible. If desired, organizational leaders can participate in the session to articulate the organizational viewpoint and to work to help coaches align their development plans to the needs of the organization.

### **BUSINESS BENEFITS**

This offering delivers immediate value as a 1-day session, clarifying current strengths and weaknesses, articulating a specific plan owned by each individual agile coach, and deepening the community of such coaches in mutual support to develop. Optionally, the session can serve as the start of a formal organizational plan for developing and sustaining mature agile coaches, including coaching circles, mentoring and focused training plans.

### **ACTIONS**

Contact ACI to schedule a free phone consultation to see if this assessment is right for your organization:

<http://www.agilecoachinginstitute.com/contact-us/>