Agile Coaching Bootcamp

Duration

5 days

Intended For

Anyone working on an Agile project who aspires to the role of Agile Coach.

Prerequisites

This is an advanced Agile course which is not suitable for people new to Agile practices. You will need to have completed formal Agile training and have at least 12 months' experience working in an Agile team. If you need to learn more about Agile practices, then we recommend our Agile Fundamentals course as a lead-in.

Method Used

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

Agile Coaching

This program is deeply experiential, immersing you in hands-on coaching exercises to reinforce coaching theory. You'll gain the skills needed to be an effective coach and mentor to bring the best out of the teams you support – and help your team achieve maximum benefit from your Agile transformation.

Learning Outcomes

By the end of the course you will be able to understand:

- The mindset and role of the Agile Coach
- The techniques to coach and communicate effectively
- How to mentor and coach people
- What is needed to effectively start up an Agile team
- How to help grow and develop teams
- The value of facilitation skills in collaborative work environments
- How to apply a variety of tools and techniques and the context in which they are useful
- How to facilitate the various Agile work practices
- The role of the iteration manager (ScrumMaster) and how it can help collaborative teams on their Agile journey

Content

The mindset and role of the Agile Coach

This topic will:

- Foster your own self-awareness and understanding of team dynamics and the organizational system
- Prepare you to help Agile teams work with these structures to plan and manage Agile adoption
- Teach you to understand the relationship between Agile and coaching in order to coach, facilitate, mentor and teach an Agile team
- Explain the relationship of a coach to a self-organized team.

Coaching and communicating effectively

The coach fosters a safe environment for open communication through setting an example and encouraging others to mimic it.

This topic will explore the value that effective professional coaching and communication brings to the team, including purposeful participation, effective use of silence, how to surface healthy conflict, and conflict management and resolution.

Mentoring and coaching people

Mentoring and coaching are decidedly different yet complementary.
In the Agile context, mentoring and coaching helps people step into their Agile role fully and to transition to the Agile mindset. As team members transition to (or become more adept at) their Agile roles, the Agile Coach is in a position to mentor their personal and professional growth by sharing the knowledge and insights they have learned. In addition, using professional coaching skills, the Agile Coach can help them find their own pathway to agility.

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Starting up teams

Effective coaching starts by helping Agile team members see what is occurring within themselves, with others, and around them in their environment. The purpose of this topic is to create a level of comfort with exploring individual and team preferences, perform start-up activities such as project and team chartering, self-organization team constructs, being comfortable in learning through doing, starting before you have all of the answers, creating definition of done and other social contracts, defining roles and responsibilities, etc.

Growing and developing teams

An Agile Coach understands how high performing teams are formed and maintained, as well as how to grow and develop teams toward their potential, given each team's specific circumstances.

The Agile Coach understands the difference between a group and a team, when to build a team, how to facilitate the different stages of team development and how each stage may impact the adoption of certain Agile practices. Effective Agile coaching means understanding when to seamlessly alternate between pushing for results and stepping back to focus on the team's development, or dancing between teaching, facilitating, mentoring or coaching.

Agile Facilitation and Iteration Management

Much of the work on Agile projects happens in group sessions: team members collaborate to identify and prioritize stories, plan work to be done, elaborate stories, identify risks and issues, communicate progress in stand-ups and other shared activities. Working in collaborative self-organizing teams can be challenging and it is important that all team members understand the group dynamics involved and how to effectively facilitate these sessions. That's where our Facilitation and Iteration Management program comes in.

Learn how collaborative workshops can be planned, organized and run; and how each team member can contribute to achieving maximum effectiveness - while identifying potential pitfalls and how to avoid and address these. This program will also assist you in addressing aspects of your role to build capability across the wider team.

Content

The mindset and role of the Agile team facilitator

The purpose of this topic is to understand the most fundamental functions of an Agile Team Facilitator / Iteration Manager including facilitating the Agile practices, fostering collaboration among team members and generally supporting a self-organized team.

Facilitation tools and techniques

Understand the tools you can use in your role as a facilitator in the context of an Agile team. Facilitators grow their skills by facilitating various team practices, through exploration of advanced facilitation concepts, facilitating larger or more diverse groups, and facilitating deeper conflicting issues.

This topic provides the participants with the tools and techniques they need to facilitate meetings, collaborative conversations and team decision making sessions for small or large groups.

Facilitating the Agile practices

The primary role of the Agile team facilitator / Iteration Manager is to empower the Agile team toward a successful outcome. This requires identifying common hurdles to the implementation of key Agile practices, as well as helping teams overcome their own hurdles and successfully execute the practices.

This topic delves deeply into applying the general facilitation techniques to the key Agile practices, covering chartering, planning in the large and small, day-to-day iteration activities, showcases and retrospectives.

The overarching theme is how to be an effective facilitator in a self-organizing, collaborative team environment, and how to nurture team effectiveness.

Iteration management in context

While the role of an Iteration Manager within an Agile team is rewarding, it also poses a unique set of challenges for everyone intent on supporting their collaborative team to improve efficiency and effectiveness by introducing Agile practices.

This part of the course is highly practical, participant-led module which allows experienced Iteration Managers as well as those only starting out in the role to share their experiences, learning and knowledge within a safe, facilitated environment. This module also provides the opportunity to receive tips and tricks from experienced Agile practitioners, discuss observed anti-patterns and smells and identify possible tools and techniques to help the team overcome these.

Note: This module is not part of the ICAgile learning objectives for Facilitation and Coaching.

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