# AGILE TRANSFORMATION: A COACHING APPROACH

**Agile consultancy**

## FACILITATE THE ADOPTION OF AGILE PRACTICES AND METHODS THROUGH COACHING, WHILE INSTILLING AGILE VALUES AND MINDSET



*Embracing Agile Mindset, Driving Transformation*

**Duration of engagement dependent on scope of work**

**AUDIENCE**

anyone wanting to embed agility as a way of working

## Benefits of Agile Coaching

1. Improved team communication and collaboration
2. Increased productivity and efficiency
3. Enhanced quality of deliverables
4. Faster time-to-market for products and services
5. Greater transparency and visibility into project status and progress
6. More effective prioritisation of work and alignment with business goals
7. Increased adaptability to changing requirements and customer needs
8. Improved team morale and motivation
9. Increased customer satisfaction and engagement
10. A more agile and responsive organisational culture

## Additional Value 🔥 🔥 🔥

➤➤ **Pre-Coaching Engagement**

➤➤ **Accredited Cert**

➤➤ **Learning Management System (LMS)**

# Coaching Engagement Overview

The primary objective of agile coaching is to support individuals, teams, and organizations in adopting and implementing agile principles and practices effectively. Agile coaching aims to foster continuous improvement, enhance collaboration, and promote a mindset shift towards agility.

# What will Participants GAIN? 🔥 🔥 🔥

- **Delivered by Atlassian Community Leader**
- **Suite of Ready to Use Industry Benchmarked Agile Templates**
- **Confidence to embark on Agile transformation**
- **Experience the change process through coaching**

# BENEFITS vs LOSS*

## BENEFITS IN PARTICIPATING

- **Alignment** with business
- **Delivery** Predictability
- **Engaged** stakeholders
- **High-performing** teams
- **Improved** Productivity metrics
- **Improved** Quality
- **Improved** Visibility of Outcomes
- **Improved** Adaptability
- **Lower** risks
- **Satisfied** Customers

**AGILE consultancy**

LEADERS

PRACTITIONERS

CERTIFICATION

BEGINNERS

## LOSS IN NOT PARTICIPATING

- **Difficulty** in managing change
- **Inability** to manage expectations
- **Increased** cost due to rework and delays
- **Inability** to manage VUCA circumstances
- **Lack** of clear goals and priorities
- **Lack** of collaboration
- **Poor/Negative** outcome
- **Poor** morale and performance
- **Poor** communication

*based on survey results from the 16th State of Agile Report, 2022

# Coaching Modules (1/3)

## Module 1: Agile Self-Diagnostic
Help participants quickly and visually understand their level of alignment with the Agile Manifesto. Suitable for self-discovery and uncovering Agile misunderstandings. Individual activity on self-awareness, social-awareness and self-management.

## Module 2: Scrum Master and Agile Coach Overview
Overview of the skillset, roles and responsibilities of a Scrum Master and Agile Coach. Agile coaches guide individuals and teams to get clear about the change they desire, identify places where current reality does not match desired reality and then act to close the gap, all in service of delivering business results that matter. Along the way, coaches hold a more extensive view of desired change, even when others may have lost sight. Agile coaches support, guide, coach, teach, mentor and facilitate change without colluding with the current reality.

## Module 3: Wearing the many hats of an Agile Coach
An Agile coach must be able to teach, mentor, consult, and coach as well as know when to use each approach. Purpose is to help people to shift from fixed mindset to growth mindset.

## Module 4: Agile Vital Signs
What to look for in a healthy team and a healthy Agile adoption. Leveraging information radiators; physical and electronic, tracking progress, and providing transparency to all stakeholders.

## Module 5: Introduction to Agile Maturity
Gain a greater understanding of what Agile maturity looks like and what it takes to achieve it. Includes introduction to the Enterprise Agility Maturity Matrix tool, a set of Agile indicators at the team and organisational level

## Module 6: Personal Canvas
High-performance Agile teams know each other's skills and understand their perspective. A typical way to head down that path is to do team-building activities. That helps, but a personal canvas provides a much more comprehensive view of each team member and where they fit into the team. Combination of individual and group activity

## Module 7: Facilitation, Emotional Intelligence, and Active Listening Practice
Participants will engage in various exercises designed to enhance their facilitation abilities, emotional intelligence, and active listening skills. Participants will develop their proficiency in facilitating Agile processes, honing their emotional intelligence, and sharpening their active listening techniques.

## Module 8: Organisational Introspection
This facilitated activity will provide participants with an opportunity to reflect on their organization's Agile practices, discuss their experiences, and identify areas for improvement and how they align with the organization's goals and values.

## Module 9: Team room setup and Coaching Agreements
How to effectively design an Agile team room optimised for the specific needs of each team. A facilitated activity. A set of agreements for working with a client, working with other coaches, and working with a team. A facilitated activity.

## Module 10: Starting a Coaching Assignment
The start of a coaching assignment is one of the most crucial and delicate parts of an assignment. You will learn some basic ground rules for starting an engagement and then work as a group to design an approach for starting an engagement - a facilitated activity.

# Coaching Modules (2/3)

### Module 11: Shared Visioning
High-performance teams have a shared vision. This exercise helps each individual discover and describe their own vision for the team, express that vision to the team, and then work as a team to synthesise a shared vision.

### Module 12: Open Space
One of the primary issues in taking Agile to the next level in an organisation is wide-spread dissemination of Agile knowledge to all levels and all areas of the organisation. Running an Agile Open Space event within an organisation can rapidly spread Agile knowledge while simultaneously building or re-kindling excitement for Agile. You will learn this tool by participating in a real Open Space during the workshop.

### Module 13: Coaching Phrases
Part of coaching is helping a person or group solve a problem or get unstuck by asking the right question or saying the right thing at the right time. This section will introduce example questions and phrases as well as provide criteria for determining if a question is a coaching question or not.

### Module 14: Coaching Practice
One of the hardest parts of being an Agile Coach is coaching a person or group towards their solution. In addition to practising your coaching skills throughout the workshop, there will be multiple structured practice sessions. In these sessions, you will rotate through the roles of coach, coachee, and observer. Using a mix of situations gathered from the class and hypothetical situations with no clear single solution, the coach will help the coachee come to their own decision as to how to solve their problem.

### Module 15: Sprint Review/Demonstration
A sprint review is aimed at obtaining stakeholder feedback and buy-in. Poorly conducted sprint reviews present inherent problems and missed opportunities.

### Module 16: Conflict Management
In any high-performance team there are bound to be conflicts. Guided activity to discover and create a framework for surfacing and resolving conflicts.

### Module 17: Commitment, accountability and responsibility
These concepts are often used in ways that create unintended consequences. Learn how focusing on responsibility simplifies many management issues.

### Module 18: Agile Estimation
Agile estimation is the process of determining the effort required to complete a project or a task within an agile development framework. Despite the many benefits of using agile estimation techniques, there are also several challenges teams may face during the process.

### Module 19: Retrospective Session
Retrospective is a practice that occurs at the end of an agile sprint, where the team reflects on their performance and identifies areas for improvement. Although retrospectives are an essential aspect of the agile methodology, they can also present certain challenges.

### Module 20: Agile Prioritisation
Agile prioritisation is the process of determining the order in which tasks and features will be developed within an agile project. While prioritisation is essential for ensuring that the team is working on the most important tasks and features first, it can also present challenges.

# Coaching Modules (3/3)

### Module 21: Change at the Individual Level
Change at the organisational and team level comes through change at the individual level. See how the ADKAR, Sitir, and Tuckman models work together with Agile Coaching tools to provide a straightforward and effective way to discover and implement the optimum change for any individual, team, and organisation.

### Module 22: "Agile Sounds Interesting... but,"
This is a technique to uncover objections, hidden or otherwise, and turn them into part of the solution

### Module 23: Creating a safe Environment
Going Agile means learning, trying new things, and taking risks. Environments that cant cope with the potential failure associated with change; people will resist making changes. Learn how to create a safe environment that supports change

### Module 24: Coach Self-awareness
The self-awareness of emotional intelligence is just the start of the self-awareness needed for high levels of coaching effectiveness. Gain a deeper appreciation of the importance of self-awareness through the Johari Window and other methods. There are activities and feedback opportunities throughout the workshop designed to provide an honest view of you as an Agile Coach.

### Module 25: Mentoring
As an Agile Coach, you will be called on to mentor Scrum Masters, Product Owners, Managers, other Agile Coaches, Agile team members, and various other parties involved in the success of an Agile team. This material will provide guidance on mentoring in general as well as role and situation-specific mentoring guidance. Includes facilitated group activities.

### Module 26: Building Trust
The Agile Manifesto says, "and trust them to get the job done." Trust is an integral part of a high-performance Agile team. This material will be introducing you to the ABCD model of trust and provide tools for assessing and building the trust level of team members and external stakeholders.

### Module 27: Creating an Effective Coaching Plan
A coaching plan is a simple way to make it clear to all parties what services you provide, how and when you provide them, and whether you are getting stretched too thin to help increase Agile maturity or have extra capacity

### Module 28: Sprint Planning Meeting
The Sprint Planning Meeting is a crucial part of the Scrum framework in Agile software development. It is where the team comes together to plan the work they will undertake during the upcoming sprint. Effective planning among other involve balancing the interest of the customers and the team while engaging in continuous improvement.

### Module 29: Been there, Done That
Although every situation is different, there are many symptoms and situations that pop up, like clockwork at various stages of Agile maturity. This material reviews the greatest hits and their common remedies

### Module 30: Open Practices
Agile practices are organised within an open space environment that allows participants to practice teaching, mentoring, and coaching each other based on the situations and interests of the participants - a fantastic way to learn and grow from and with your peers.

# Companies we Have Impacted

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# Testimonials

**Daewin SV Lingam**
Local Guide · 16 reviews · 8 photos
★★★★★ 5 months ago

I attended the Agile Project Management in Practice. Although I've had experience in Agile over a number of years, I did not have a solid grounding which this training provided me. I saw the link, the connection and it enriched my experiences. We have had lots of hands-on activities with team exercises which was super useful.

**Elaine Chang**
3 reviews
★★★★★ 6 months ago

I attended the PMI-ACP Exam Prep course. It was very well taught despite being 100% virtual. Dr Sanath made the class interactive and interesting, providing real-world examples. I was supported in my certification journey beyond the class with study group, live whatsapp chat support, reading materials, live portal, mock quizzes, etc. I am happy that I obtained my PMI-ACP certification in the following month. Thank you Dr. Sanath!!

**Ikhmal Alif**
2 reviews
★★★★★ 11 months ago

I feel very good after attending the Leadership and Personal Development course. I highly recommend others to join if they would like to identify their weakness and strong points.

**Narayanan Ramis**
2 reviews
★★★★★ 2 months ago

I attended Dr Sanath's PMI-ACP Exam Prep course. It was a great training session. Dr Sanath was able to breakdown the course materials for easier understanding and also shared important tips to pass my exam.

**Dilla Mohamed**
4 reviews · 2 photos
★★★★★ 11 months ago

It was really fun and enjoyable session. I learned a lot. Dr Sanath made us realise our weaknesses and how to correct them. Dr Sanath is a very nice, friendly and talented and made the session meaningful and unforgetable.

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Delivered by Atlassian Community Leader

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