THE AGILE COMPANY

AGILE TEAM COACHING

ICP-ACC
CERTIFIED PROFESSIONAL

- Agile Team Coaching course
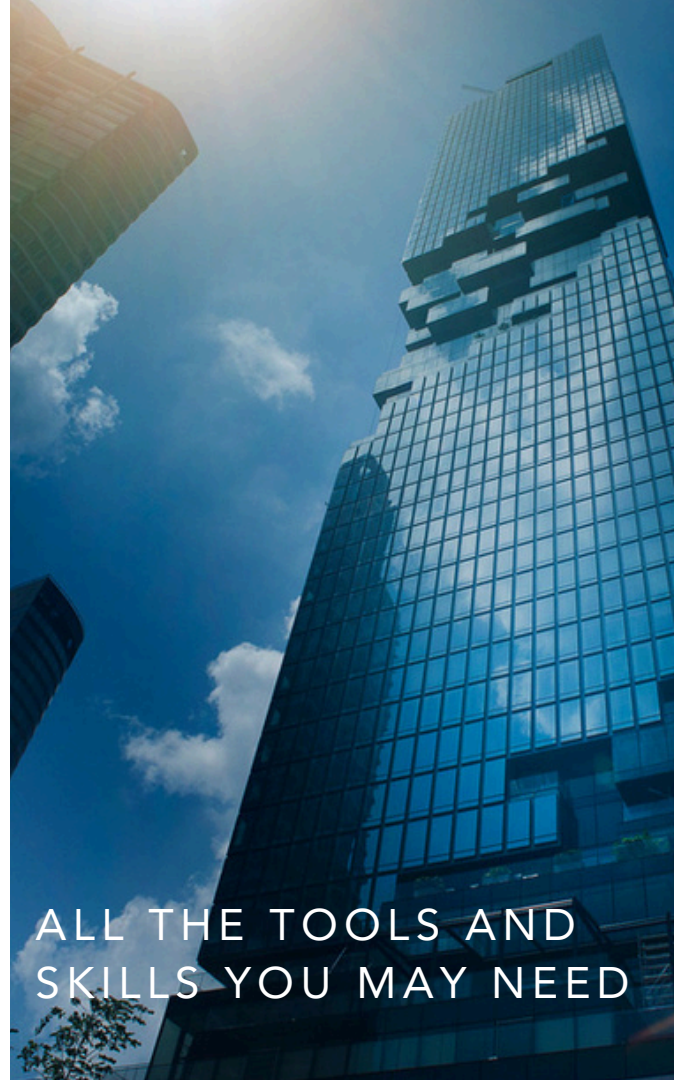- 21 hours coach training

ICAgile
International Consortium for Agile

EFFECTIVE AGILE TEAM COACHING

LEVERAGE YOUR **TEAM** COACHING SKILLS

The "Agile Coach Certification" training course is a 21-hour interactive program held in an online conference room.

You'll develop your knowledge and skills in professional and agile coaching, and know the difference between mentoring, facilitation, consulting, teaching and coaching.

ALL THE TOOLS AND SKILLS YOU MAY NEED

A **FORWARD FOCUSED** APPROACH TO AGILE **TEAM** COACHING

You will learn how to determine team maturity and create an environment conducive to the development of your teams towards high performance.

You will actively practice and experiment with the concepts of team development and dynamics, change management, alliance building and coaching contracts.

Upon completion, you will receive the ICP-ACC certifications delivered by ICAgile.

COURSE OBJECTIVES

DEVELOP POWERFUL COACHING CAPABILITIES THAT SUPPORT YOUR TEAMS TO INTEGRATE AGILE PRACTICES EFFECTIVELY.

In this comprehensive program, you will develop professional coaching and mentoring skills, learn how to build **engaging and effective** learning sessions for your teams and develop the habit to partner with your team and its stakeholders around goals and objectives for the team while facilitating their growth.

You will gain the ability to determine and present the optimal course of action for formalizing coaching relationships, both within your organization and externally.

THE MOST COMPLETE AND HANDS-ON AGILE **TEAM COACHING** COURSE YOU WILL FIND!

During this online Agile Coach certification course, you will work closely with the other participants and you will complete the training with an additional wealth of experience.

- Understanding the principles and tools of a Professional Coach

- Embodying the Agile Coach role

- Knowing how to choose between different roles at the right moment (mentor, facilitator, consultant, trainer, coach etc.)

- Accommodate Agile Transformations and adapt it to its context.

- Receive the ICP-ACC certification delivered by ICAgile

- Develop knowledge related to Agile principles and methods

THE AGILE COACHING MINDSET

- Definition of Agile Coaching
- Coach as Agile Role Model
- Achieving Essential Mindset Shifts
- Achieving Self-Awareness/Self-Management in the Coach
- Agile Coaching Stance
- Ethical Considerations of Agile Team Coaching

FOUNDATIONAL PROFESSIONAL COACHING SKILLS

- Basics of Using Emotional Intelligence as Underpinning
- Presence
- Listening
- Powerful Questioning
- Giving and Receiving Feedback
- Conducting the coaching conversation

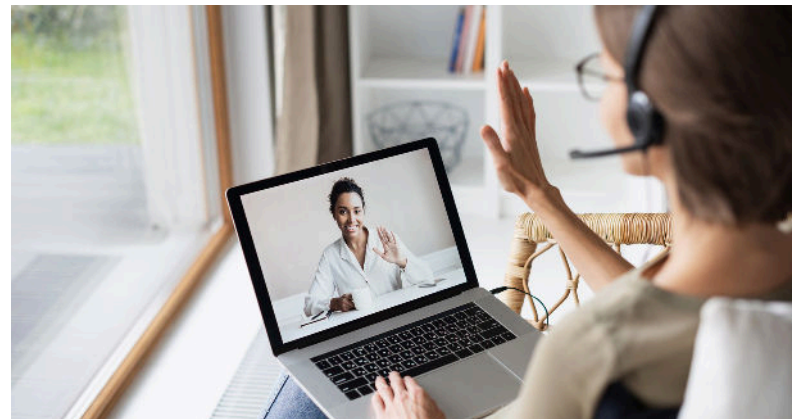## THE COACHING CONVERSATION – COACHING FOR ACTION

- Topic Identification
- Topic Exploration
- Action Commitment
- Conducting the Coaching Conversation

KEY MENTORING SKILLS

- Give Options while Maintaining Presence
- Articulate Expertise
- Mentee at Free Choice

MENTORING AGILE ROLE TRANSITIONS

- Contrasting Mentoring with Coaching
- Understanding the Individual Change Cycle
- Key Agile Role Transitions
- Identifying and Handling Resistance from Individuals
- Conducting the Mentoring Conversation

KEY TEACHING SKILLS

- Use Multiple Content Delivery Mechanisms
- Chunk Content into Digestible Pieces
- Check for Understanding
- Create an Environment for Stickines

AGILE MINDSET SHIFTS AND FRAMEWORKS

- Helping Team Members Experience the Agile Mindset Shifts
- PRACTICE : Distinguishing and Articulating at Least One Agile Framework

FOUNDATIONAL TEAM COACHING

- Systems View
- Observation
- Articulate What's Happening
- Describing a Model of Team Development and Using it in Service of a Team's Development
- Helping a Team Detect their Own Stage of Development
- PRACTICE : Creating a Team Kickoff / Startup Agenda

Agile Team Coaching

COACHING THE JOURNEY TOWARD HIGH PERFORMANCE

- Defining and Identifying High Performance
- Team Development is a Journey, not a Destination
- Assessing the Team as a Healthy System
- Adapt Your Style Based on Team Maturity

HANDLING CONFLICT AND DYSFUNCTION WITHIN THE TEAM

- Surfacing and Working with Conflict
- Building Self-Awareness/Self-Management Capacity in the Team
- Creating Awareness that Teams are Human Systems

HANDLING ORGANIZATIONAL IMPEDIMENTS

- Identifying and Capturing Impediments
- Leadership Engagement

COACHING ALLIANCES AND CONTRACTS

- Defining the Agile Coaching "Contract"
- Designing a Coaching Alliance
- Internal vs. External Coaches: Special Considerations for Contracting and Designing Alliances

ALL THE TOOLS A TEAM AGILE COACH MAY NEED

HANDS-ON EXPERIENCE

The ACC Certification class offered by The Agile Company is the most comprehensive and practical Agile Team Coaching course available.

AGILITY AND COACHING

Created and taught by expert Agile Coaches, this course takes you deep into the world of Agile Team Coaching, focusing on enabling teams to mature in their journey towards high performance in Agile.

UNDERSTAND TEAMS

The online Agile Coach certification course is filled with activities, discussions and exercises to help you acquire essential agile coaching skills such as self-awareness, agile coaching stances, agile mentoring, facilitation techniques, active listening, powerful questioning and coaching in the moment.

As we progress through the sessions, we build up our personal toolkit of adaptable skills and techniques with a solutions focus.

CHANGE AGENT

We equip you with strategies that take a forward focused coaching approach to difficulties in the team to accept and grow with the change, providing you with tools to address challenges at both the individual and team level, creating a clear path to develop a framework for successful Agile Team Coaching.

WE PROVIDE A RANGE OF RESOURCES, INCLUDING:

- Hosting in a dedicated online training room (Zoom)
- Access to The Agile Company community
- Access to the private cohort group
- A toolbox of resources
- Exercises and work in sub-groups
- Interactive teaching methods
- Projected training support documents
- Online availability of support documents post-training
- Training workbook

EXPLORE CAPABILITIES

We delve into the distinction between coaching teams and facilitating transformation. The skills of facilitation, coaching, training development, and consultancy are honed through practical experience and guided mentorship.

AND A FOLLOW-UP SYSTEM FOR EVALUATING RESULTS, INCLUDING:

- Online attendance sheets
- In class assignments and evaluation
- Group role plays
- Pre-training and post-training assessment forms

GOOD TO KNOW

INCLUDED IN THE COURSE FEE

At least 21 hours of live online training plus 4 hours asynchronous training

- The ICAgile ACC Certificate
- **7 live training sessions** with your group
- Lecture, exercises and live discussions in an interactive environment
- Notebook and training material
- Innovative and active learning methods
- The Agile Coach's tool box to get you started

DURATION

This class can be taught in the enterprise or as a public training. This class covers 21-hours of training, either over the period of 3 days, 3 weeks or at any convenient moment for your team.

For public classes, check the **"upcoming training"** for more information on classes scheduled near you or online.

NUMBER OF SEATS

To ensure **high quality training** for our students, we decided to limit our program to 15 seats per cohort.

FOR WHO ?

Scrum Masters, Agile coaches, Lean experts, team coach, project managers, managers working in an agile environment.

PREREQUISITES

We would recommend having relevant experience working in or with Agile Teams.

This course is open to anyone who wishes to aquire more knowledge about the role of an Agile Coach.
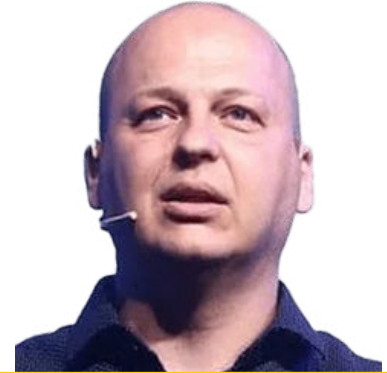
CERTIFICATIONS

At the end of this class you will receive the ICP-ACC certificate.

YOUR TRAINERS

Tadej Accetto

Tadej Accetto is a skilled Agile Coach with over 20 years in the software industry, assisting organizations in adopting Agile methodologies to boost productivity and success. He is experienced in coaching Agile teams, facilitating workshops, and providing leadership coaching to help organizations achieve their goals and drive positive change.

More about Tadej

Drew Taylor

Drew educates the coaches at The Agile Company to spearhead the Agile Team Coaching and Facilitation initiatives. With a genuine passion for Agile and a thorough understanding of contemporary training methodologies, Drew tailors his coaching approach to individual requirements, bringing expertise, fervor, and sincere engagement.

More about Drew

Paulie Skaja

Paulie Skaja has over 30 years of experience in consulting, starting as a developer, business analyst, and tester before moving into project and program management. Passionate about Agile methodologies, Paulie has a unique approach to projects, focusing on customer needs and team collaboration. She often finds herself in leadership positions, helping teams and organizations evolve and succeed.

More about Paulie

ICF CERTIFICATION LEVEL1

LOOKING FOR ADDITIONAL CERTIFICATION?

At the end of your ACC & ATF course, you can order the "**Coach Competencies for Agilists**" course to obtain a new ICF Level 1 certification.

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MODULE 1
Agile Team Coaching

ICP-ACC

2

MODULE 2
Agile Team Facilitation

ICP-ATF

3

MODULE 3
Coach Competencies For Agilists

CCA

Book your training

INTERNATIONAL COACHING FEDERATION

ICF Level 1 Certification

ICF-ACCREDITED COACHING EDUCATION
LEVEL 1
ICF

+

ICF Credentialing Exam

* Not included in the course

Associate Certified Coach - ICF

ICF Credentials and Standards
ACC
ASSOCIATE CERTIFIED COACH

ICF REQUIREMENTS FOR OBTAINING THE ACC CREDENTIAL

60h Level 1 training

ICF LEVEL 1 Approved Education program. A minimum of 60 hours are required.

10 Mentor Coaching hours

- 7 of these sessions may be group sessions
- 3 are done with your ICF PCC mentor coach.

100 client coaching experience hours

Completion of at least 100 client coaching experience hours following the start of coach-specific education including:
- at least 75 paid coaching hours
- at least 25 hours of client coaching experience within the 18 months prior to submitting the ACC application
- with at least 8 different clients.

Passage of ICF examinations

- One (1) Performance Evaluation Recordings and Transcripts -
- ICF Credentialing Exam
  - Not included in the course

READY TO BECOME AN AGILE TEAM COACH ?

THE AGILE COMPANY

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ONLINE CERTIFICATION COURSE

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CERTIFIED PROFESSIONAL

LEARN TO USE THE FULL RANGE OF OUR FACILITATION TOOLS AND DEVELOP YOUR TEAM
AGILE COACHING SKILLS

NEED A CUSTOM QUOTE?

For any questions about your training, contact us

E-MAIL
contact@theagilecompany.org

SITE INTERNET
www.theagilecompany.org

LINKEDIN
www.linkedin.com/company/the-agile-company