THE AGILE COMPANY

ENTERPRISE AGILITY COACH DUAL CERTIFICATION

Freshly re-ACCREDITATED to meet the updated ICAgile Learning outcomes

ICAgile
ICP-ENT
CERTIFIED PROFESSIONAL

ICAgile
ICP-CAT
CERTIFIED PROFESSIONAL

ENABLE AGILE CHANGE IN THE ORGANIZATION

- Enterprise Agile Coach Bundle course
- 35 hours coach training
- Duration : 5 weeks

ICAgile
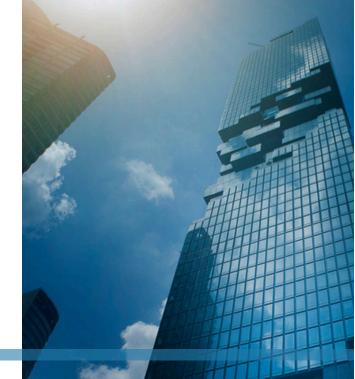International Consortium for Agile

EFFECTIVE ENTERPRISE LEVEL AGILE COACHING

ALL THE TOOLS AND SKILLS YOU MAY NEED

LEVERAGE YOUR **PROFESSIONAL** COACHING SKILLS

Understanding the levers for growth, **adaptability** and cultural change will allow you to drive the conversation to the WHY before defining the HOW of the transformation. As an Enterprise Agile Coach you need to hone in on your **systemic** skills, **facilitating** the learning of an organization beyond the boundaries it has imagined for itself, so you can offer a clear direction and **transformation** action plan for sustainable change towards the desired future.

This **Dual Certification** course teaches you enterprise-level agile transformation coaching skills. We teach you ways to explore the full context of your organisation; **Leadership Agility**, Cultural shifts and people development, Risk management and structures, and of course, Value delivery!

A **SYSTEMIC** APROACH TO AGILE **TRANSFORMATION** COACHING

Freshly re-ACCREDITATED to meet the updated ICAgile Learning outcomes

ICAgile
ICP-ENT
CERTIFIED PROFESSIONAL

Freshly re-ACCREDITATED to meet the updated ICAgile Learning outcomes

ICAgile
ICP-CAT
CERTIFIED PROFESSIONAL

COURSE OBJECTIVES

A SYSTEMIC AND FORWARD FOCUSED APPROACH TO AGILE TRANSFORMATION COACHING

We'll teach you easy to apply frameworks and tools, such as the Forward Focused Business Agility Compass that will guide you in asking the right questions, focused on different leverage points for sustainable sytemic change.

We explore the enterprise **as a whole** and learn how to help develop agile capability to reach the outcome the organizations has defined for the change initiative. Being Agile is never the goal, it is the **path towards improved processes**, products and customer delight!

As an Enterprise Agility Coach our aim is to support organizations to **discover the changes required** to leadership, culture, organizational design and processes that will enable it to be **more adaptive** and **responsive to change**. In essence we are establishing how to broaden agility from simply being a tool for tech teams to one **which influences how the whole enterprise** operates.

We explore how to scale up from team coaching and use the powerful Forward Focused Framework in all our interactions leading to powerful conversations at **all levels,** highlighting opportunities for agility (and the associated improved performance).

There's not a one size fits all **playbook**, so we give you the tools to explore all the options, opportunities for improvement and invite people to co-create and implement the solutions, iterate and continually **improve performance.**

THE MOST COMPLETE AND HANDS -ON AGILE CHANGE MANAGEMENT COURSE YOU WILL FIND!

COURSE PROGRAM

OUR CHANGING WORLD

Defining Business agility and your role as coach
Personal Agility and Ethical outlook on the job
Enterprise Agile Coaching Skills goals

A SYSTEMIC APPROACH TO ENTERPRISE COACHING

The Agile Company Business Agility Compass
Systems thinking , awareness and systems Dynamics
Complex adaptive systems and simplicity as a tool
Systemic vs Systems Coaching

AGILE VALUE DELIVERY & WORK

The power behind lean principles in designing a
workplace that delivers
Getting Leadership involved in the organization
Paving the way for Agile Ways of Working
Measuring Value Delivered

SCALING AGILE

A trusted Advisor on the need to scale
Frameworks for scaling and their Business Agility
influence
Coaching the organization in their decision to scale

STEPPING INTO CHANGE

Personal and professional mastery
Organizational Systems Entry
Stakeholder alignment & Work definitions
Crafting a Systems Entry plan & proposal

RESPONSIVE ORGANISATION DESIGN

Organisations evolution
Adaptive principles for organization design
Innovation and Adaptation as levers for success
Ambidextrous design and flexible structures

BREAKING BOUNDARIES

Boundary spanning levels and information gathered
Managing Boudaries
Forging Common ground
Discovering New Frontier
Cross-boundary facilitation

AGILE CULTURE

Enablers & detractors for agile culture
Focus on behaviours
Building cultural awareness
Getting started with culture change

ORGANIZATION AND HUMAN CHANGE PROCESSES

Business Case for Change
Human change process
Organizational change process
Bringing an Agile Mindset to Change

AGILE TRANSITION AND TRANSFORMATION CHANGE STRATEGIES

Organizational Assessments
Strategy and Contract for Change
Organizational Impediments to Change
Communicating at an Organizational Level

SELF-MASTERY, PROFESSIONAL DEVELOPMENT AND ETHICS

Learning Journeys and Professional Development
Personal and Professional Mastery
Ethical Considerations of Enterprise Agile Coaching
Understanding impediments

LEADERSHIP STYLES AND ORGANIZATIONAL CULTURE

Enterprise Agile Coaching Skills
Leadership Styles and Development
Aligning with leadership throughout the organization

ORGANIZATIONAL CULTURE AND ALIGNMENT

Organizational Culture Models
Approaches to Culture Assessment
Shein, Schneider, and other ways to unravel the culture

ORGANIZATIONAL CHANGE

Co-creating an organizational change strategy
Building networks of change agents
Understanding impediments

ALL THE TOOLS AN ENTERPRISE AGILITY COACH MAY NEED

HANDS-ON EXPERIENCE

The Agility in the Enterprise Certification class proposed by The Agile Company is the most complete and hands-on Agile Change Management course you will find.

CHANGE AND AGILITY

Created and taught by Diane Gombart, you will take a deep dive into the world of Change, Leadership Coaching and enabling the entire enterprise to embrace change and Agile.

EXPLORE CAPABILITIES

Starting with the Agile Coach's Skills and Competencies first, we explore the difference between team coaching and transformation coaching.. Facilitation, Coaching, training development and consultancy skills need to develop through experience and mentorship.

UNDERSTAND CHANGE

Understanding what creates resistance to change will allow you to develop better strategies for your transformation project. Adapting known Change Management frameworks to fit a modern iterative AGile transformation project will allow you to build your own roadmap for change that respects the needs of the teams, the client, the organization and the change teams alike.

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

RESISTANCE

We prepare for resistance to change, with options to both identify and reduce it at the individual and organizational level, clearing the way to build a blueprint for the road to agility.

SYSTEMS THINKING

Business process and problem solving (to move towards a lean and efficient backbone on which to build agility); how to recognize, face into and tackle the well-documented challenges of transformation; and how to place people at the heart of what we do by actively shifting the culture and establishing high performing teams and healthy environment that can sustain and build on the change.

DEVELOP STRATEGIES

Working with case studies, we ensure we understand how best to engage with the organization as a whole, developing strategies to scale up and apply agile principles for communication, coaching, education and facilitation of large groups and multiple teams.

SOLUTION FOCUSED

All our courses are a result of our experience with the Forward Focused Conversations Framework TM that includes Solutions Focused mindset principles, Systemic Coaching perspsective and a GROW based structure. The most effective way of influencing a systemic outcome with a proven interaction framework for change.

GOOD TO KNOW

INCLUDED IN THE COURSE FEE

At least 35 hours of live online training plus 6 hours asynchronous training

2 Professional Coaching hours on demand
All the training materials, questions answered and hands-on tools you may need when helping an enterprise transformation towards Agility
Full brief and notes
Innovative and active learning methods taken from "Teaching From the Back of the Room" & "Liberating Structures"
Your **ICP-ENT** Certificate
Your **ICP-CAT** Certificate
The Coaching Agile Organizations Certificate (41 hours towards LEVEL 2)

DURATION

This class can be taught in the enterprise or as a public training. This class covers 35-hours of training, either over the period of 5 days, 5 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 ?

This course is perfect for Change managers, leaders in Change initiatives, Scrum Masters, Agile coaches, Lean experts, team coach, project managers, managers working in an agile environment.

PREREQUISITES

This program doesn't have any prerequisites, meaning we **welcome** anyone, but we do advise you to come with your **own experience** as coach, consultant or agile trainer. Enterprise Agility Coach Dual Certification training is best taken after the ICP-ACC class in which we address the basic roles of the agile coach, skills you will use when we start **applying the skills and frameworks** in this intense training course.

CERTIFICATIONS

At the end of this class you will receive the ICP-ENT and the ICP-CAT certificate. You'll also receive your CAO certificate that allows you to work towards your LEVEL 2 ICF Certification.

YOUR TRAINERS

DIANE GOMBART

Diane is an experienced Agile Coach who helps organizations and individuals adopt Agile methodologies and principles to improve their productivity and success.

With over **20 years of experience** in the software industry, she has worked with a variety of companies ranging from small startups to large enterprises.

Diane is known for her expertise in coaching Agile teams, facilitating workshops, and providing leadership coaching, aims to help teams and organizations achieve their goals and drive positive change.

More about Diane
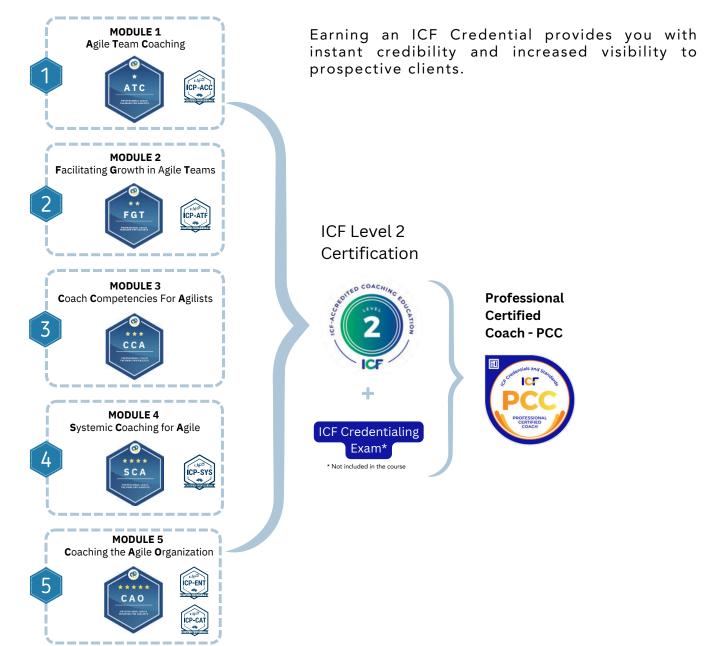
NATASCHA SPEETS

Agile Change & Transformation Coach

Natascha trains the coaches at The Agile Company to be a driving behind the Transformation initiatives we support. **Truly passionate** about Agile with a deep knowledge of modern training techniques, she adapts her coaching stance to individual needs, with competency, enthusiasm and authentic interest.

More about Natascha

ICF CERTIFICATION LEVEL 2

MODULE 1
Agile **T**eam **C**oaching

1

ATC — ICP-ACC

Earning an ICF Credential provides you with instant credibility and increased visibility to prospective clients.

MODULE 2
Facilitating **G**rowth in Agile **T**eams

2

FGT — ICP-ATF

MODULE 3
Coach **C**ompetencies For **A**gilists

3

CCA

ICF Level 2 Certification

LEVEL 2 ICF — ICF-ACCREDITED COACHING EDUCATION

+

ICF Credentialing Exam*

* Not included in the course

Professional Certified Coach - PCC

PCC — ICF Credentials and Standards — PROFESSIONAL CERTIFIED COACH

MODULE 4
Systemic **C**oaching for **A**gile

4

SCA — ICP-SYS

MODULE 5
Coaching the **A**gile **O**rganization

5

CAO — ICP-ENT — ICP-CAT

ICF REQUIREMENTS FOR OBTAINING THE PCC CREDENTIAL

125h Level 2 training

ICF LEVEL 2 Approved Education program.
A minimum of 125 hours are required.

10 Mentor Coaching hours

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

500 client coaching experience hours

Completion of at least 500 client coaching experience hours following the start of coach-specific education including:
- at least 450 paid coaching hours
- at least 50 hours of client coaching experience within the 18 months prior to submitting the ACC application
- with at least 25 different clients.

ICF examinations

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

BECOMING AN ENTERPRISE AGILE TRANSFORMATION COACH

ENTERPRISE AGILITY COACH CERTIFICATION

UPDATED VERSION

ICP-ENT CERTIFIED PROFESSIONAL

ICP-CAT CERTIFIED PROFESSIONAL

LEARN TO USE THE FULL RANGE OF OUR TRANSFORMATION TOOLS AND DEVELOP YOUR ENTERPRISE AGILE COACHING SKILLS

NEED INFORMATION?

To organize your training, please contact us

E-MAIL
contact@theagilecompany.org

SITE INTERNET
www.theagilecompany.org

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