THE AGILE COMPANY



ICF LEVEL 1

BECOME AN ICF PROFESSIONAL COACH FOR AGILE TEAMS

- Professional Coach Training for Agilists
- 77 hours coach training
- Duration : 3 to 6 months

International Coaching Federation

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ICF LEVEL1 CERTIFICATION

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

1

MODULE 1
Agile Team Coaching





2

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





3

MODULE 3
Coach Competencies For Agilists



International Coaching Federation
INTERNATIONAL COACHING FEDERATION

ICF Level 1 Certification



+

ICF Credentialing Exam*

* Not included in the course

Associate Certified Coach - ACC



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.

ICF examinations

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

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TO GUIDE AND EMPOWER AGILE TEAM

The ICF Level1 course offered by The Agile Company is tailored to ICF Level1 coach competencies, and includes the "Agile Team Coaching course **(ATC)** and the Facilitating Growth in Agile Teams **(FGT)** and the Coach Competencies for Agilists course **(CCA)**. This comprehensive program not only significantly enhances impact but also aligns with the core competencies required for agile practitioners at Level 1.



With a strong focus on using coaching competencies when coaching teams, you will be able to help your clients shift their focus from immediate issues to gaining awareness and insights, helping them make progress in their professional lives. The Forward Focused Conversation structure guides coaches in facilitating this process, striking a balance between flexibility and a clear direction toward client growth and learning.

Module 1

Through this program, participants will develop and refine skills such as effective communication, agile decision-making, and fostering innovation within teams. They will also learn to coach by example, embracing change while maintaining a clear strategic vision a key component of Module 1.

Module 2

This results-oriented training empowers coaches to streamline processes, optimize resource allocation, and drive organizational success, in line with the principles of Module 2.

Module 3

With a strong emphasis on iterative learning and feedback loops, participants can readily apply newfound insights to real-world challenges, aligning with the principles of CCA.

ICF Level 1

Ultimately, the ICF Level 1 course reshapes coaches into dynamic change agents capable of steering their teams with resilience in the face of uncertainty, thus significantly amplifying their impact.

LEVEL 1 OBJECTIVES

HOW TO INTEGRATE THE ICF CORE COMPETENCIES IN THE DIFFERENT ROLE WE CARRY AS COACH FOR AGILE TEAMS

This course is thoughtfully structured into 3 modules. Firstly, we embark on a journey to understand coaching agile teams, enabling them to become self-organized and effective.

We explore the various roles you assume as their coach. Next, we delve into the dynamic world of facilitating team growth, uncovering the active roles you play and how leveraging different facilitation stances can foster team development.

Finally, we delve deeper into the core competencies of ICF professional coaches and how these competencies seamlessly integrate into your daily role as an Agile Coach.

THE MOST COMPLETE AND HANDS - ON AGILE COACHING EDUCATION YOU CAN FIND!



An extensive program...
which you can easily integrate into your work life, as we meet only two hours per week for an interactive, engaging and thought-provoKing session.

- Understanding and applying the principles and tools of a Professional Coach working with Agile Teams
- Understand and live the core competencies of a professional coach
- Understanding how to be present as coach
- Bring coaching competencies to the workplace

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COURSE PROGRAM
COACHING AGILE TEAMS

DEVELOPMENT IN THE DISCIPLINE OF COACHING FOR AGILISTS

- Professional Coaching Competency Framework (ICF) Definition of the role of a coach for Agile Teams
- Achieving essential changes in Mindset, self-awareness and self-management

PROFESSIONAL COACHING SKILLS FUNDAMENTALS

- Active Listening and Powerful Questions
- Determining the Coaching Question
- Exploration of the subject and its solutions
- Commitment & action plan (Forwarding the learning)
- Conducting the coaching conversation

TEAM COACHING FUNDAMENTALS

- Contrast between mentoring and coaching
- The Team as a complex system
- Understanding Team maturity and development
- Helping the team develop its path towards high performance.

COACHING A TEAM AND ITS MEMBERS THROUGH CHANGE

- Understanding the impact of change for the team and individuals
- Identify and address resistance to change
- Conducting a conversation about motivation in change

COACHING A TEAM AND ITS MEMBERS THROUGH CONFLICT

- Identifying and helping teams overcome conflict
- Coaching teams through challenges, impediments and building self awarenessss
- Solution Focused Team Coaching – introduction



BUILDING CAPACITY IN TEAMS

- Being an Agile role model when teaching values
- Creating a safe space for mutual learning
- Designing sessions that favour self-learning and discovery

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COURSE PROGRAM

FACILITATE GROWTH IN AGILE TEAMS

THE FORWARD FOCUSED CONVERSATION

- Professional Coaching Competency Framework (ICF)
- The difference between simple facilitation, Team Facilitation and Team Coaching
- Decisions and difficult sessions
- Helping teams and coaches stand tall in the storm
- Working with dysfunctional behaviour in a team
- Team Dynamics and growth



FACILITATING GROWTH IN TEAMS

- Asking the right questions
- Helping teams to make their own decisions
- Coaching the team to develop awareness of growth and learning
- Aligning with team members and stakeholders
- What does Neutrality mean?
- Preparing and designing collaborative discussions
- Facilitating meaningful discussions
- Practice Team coaching and facilitation techniques in Agile meeting

ICF CORE COMPETENCIES PRACTICED

- Demonstrates Ethical Practice
- Embodies a Coaching Mindset
- Establishes and Maintains Agreements
- Cultivates Trust and Safety
- Maintains Presence
- Listens Actively
- Evokes Awareness
- Facilitates Learning and Growth

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COURSE PROGRAM

Coach Competencies For Agilists With Forward Focused Conversations

THE COACHING CONVERSATION

- Definition of coaching
- The Arc of the coaching conversation
- Understanding the need behind the want
- Identifying the gap
- Coaching questions and what they do
- Solutions Focused Coaching for Agile and Forward Focused Conversations
- Systems coaching
- Professional Coaching Competency Framework (ICF)
- Decisions and difficult sessions

PRACTICAL COACHING CONSIDERATIONS

- The Mindset and posture of a coach
- Contracting with single and multiple stakeholders
- Supervision and dealing with Agile Leadership
- The Agile Organization as a System
- Ethical considerations when coaching Agile Teams
- Self awareness and development.

ICF CORE COMPETENCIES

- Demonstrates Ethical Practice
- Embodies a Coaching Mindset
- Establishes and Maintains Agreements
- Cultivates Trust and Safety
- Maintains Presence
- Listens Actively
- Evokes Awareness
- Facilitates Learning and Growth

GROUP MENTOR COACHING SESSIONS

You can join these session at any time during your training, and even after you have finished! You need to participate in at least 7 practice sessions in which you will be coached, are coaching (at least 5 observed sessions) or you can observe and give feedback. We will note your attendance internally.



INDIVIDUAL MENTOR COACHING SESSIONS

Throughout the program you can book 3 sessions with your mentor in which you will be working on a recorded coaching session and identify core coaching competencies you have or will need to develop to reach your desired Credential by the ICF.

GOOD TO KNOW

INCLUDED IN THE COURSE

- **3 different certificates**
- **77- hour coach specific training course**
- Lecture, exercises and live discussions in an interactive environment
- e-learning and exam preparation work
- Innovative and active learning methods
- The Professional Coach's tool box to get you started

DURATION

Experience a comprehensive 77-hour coach-specific training course, including 63 live session hours, 7 hours of group mentoring, 3 individual mentor coaching sessions, and 12 hours of self-study components, all designed to deepen your learning through peer practice and journaling.

NUMBER OF SEATS

To ensure high quality training for our students, we decided to limit our online Coaching Fundamentals classes to only 15 participants per cohort.

FOR WHO

This course is perfect for:

Agile Coaches, of course, but this class is open to anyone who wishes to become a professional coach; Consultants, leaders, HR-professionals, Scrum masters, managers and people looking for a career change.

PREREQUISITES

Attendance in the Coaching Fundamentals course sessions

Active participation in 7 Group Mentoring sessions
6 hours of self-study reading articles, watching coaching videos etc. on our online learning platform
A minimum of 100 hours (75 paid) of coaching experience with at least eight clients following the start of your coach-specific training. At least 25 of these hours must occur within the 24 months prior to submitting the application for the credential.

Performance evaluation (audio recording and written transcript of a coach session to be uploaded with your application).

Completion of the Coach Knowledge Assessment (CKA) (Not included in the course fee)
The instructors of The Agile Company will help you in reaching your 100 hours and are always available for mentoring when needed. We also host regular mentoring sessions in which you can practice recording Coaching sessions for your evaluation.

The Coaching Fundamentals with Forward Focus Conversations module will focus mostly on the Coaching stance. We are Agile Coaches, but most of all, we are professional coaches, and this class focuses on that aspect.

YOUR TRAINER

NATASCHA SPEETS

The Forward Focused Conversations Arc was designed by Natascha Speets, **PCC Certified**, who came to the realization that most modern coaching styles and frameworks promote the same wish for their clients: **Positive change**, sustained learning, and deep awareness of self.

Natascha is a **certified Solutions Focused** practitioner, but also uses her knowledge of systemic coaching, the GROW model, non-violent communication, and appreciative inquiry when engaging with her clients in coaching conversations.



Trainer page



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READY TO BECOME AN AGILE PROFESSIONAL COACH ?

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PROFESSIONAL COACH TRAINING FOR AGILISTS

FORWARD FOCUSED CONVERSATIONS FOR AGILE TEAMS

ICF Level 1 ICF-Accredited Coaching Education – ICF Coaching Education

LEARN TO USE THE FULL RANGE OF FORWARD FOCUSED CONVERSATIONS TOOLS AND DEVELOP YOUR AGILE COACHING SKILLS

NEED A CUSTOM QUOTE?

For any questions about your training, contact us



EMAIL
contact@theagilecompany.org

WEBSITE
www.theagilecompany.org

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