THE AGILE COMPANY



ICF LEVEL2

PROFESSIONAL COACHING FOR AGILE ORGANIZATIONS

- Professional Coaching for Agile Organizations
- 135 hours coach training
- Duration : 6 to 12 months

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ICF LEVEL 2 CERTIFICATION

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

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

1





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

2





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

3



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

4





MODULE 5 + 6
Coaching the **A**gile **O**rganization

5







International Coaching Federation

INTERNATIONAL COACHING FEDERATION

ICF Level 2 Certification



+

ICF Credentialing Exam*

* Not included in the course

Professional Certified Coach - PCC



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International Coaching Federation



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

Professional Certified Coach - PCC

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TO GUIDE AND EMPOWER AGILE TEAM

The ICF Level 2 course by The Agile Company covers ICF Level 2 core coaching skills and includes **advanced modules** like Agile Team Coaching, Agile Team Facilitation, and several systemic coaching and enterprise agile coaching modules.

It's designed to refine **coaching skills** and align with the competencies needed for Level 2 agile practitioners, providing a broad framework to improve coaching practices and strategic insights in agile settings.

This program is an **intense** journey towards coaching mastery in which you will interact with people from all over the globe.

With this class you will also work with your peers in a group mentoring cohort in which you will dive deeper into the different subjects you have learned throughout the week!



With a strong emphasis on iterative learning and **feedback** loops, participants in the ICF Level 2 course can seamlessly apply advanced insights to address complex real-world challenges, all in accordance with the principles of CCA, Systemic Coaching for Agile (SCA), and Coaching Agile Organizations (CAO).

This advanced program effectively transforms coaches into **dynamic** change agents equipped to navigate their teams through intricate transformations with **resilience**, ultimately amplifying their impact at a higher level of agile practice.

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LEVEL 2 OBJECTIVES

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

This ICF Level 2 course is divided into five modules, each tailored to advance your coaching and agile skills. In the first module, we'll delve into nurturing agile teams for self-organization. The second module focuses on facilitating team growth and your roles in this process.

In the third module, we'll refine your core competencies as an agile practitioner. In the fourth module, we'll explore systemic coaching techniques for navigating complex agile scenarios. Finally, the fifth module places emphasis on coaching entire agile organizations, enhancing your impact in the agile world.

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



- How to integrate the Core Competencies in every different role we carry as Coach for Agile Teams
- Coaching the larger system the teams and people work with
- Coach the organization towards positive transformation
- Using Coaching skills to enhance your own leadership and that of others
- Coaching the discovery and implementation of transformation in the Agile Organization
- Elevate your professional Coaching skills to the Level 2 PCC credential

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ATC
PROFESSIONAL COACH TRAINING FOR AGILISTS

COURSE PROGRAM
AGILE TEAMS COACHING

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 TEAM

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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CCA
PROFESSIONAL COACH TRAINING FOR AGILISTS

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.

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COURSE PROGRAM

Systemic Coaching for Agile

FOUNDATIONAL SYSTEMS WORK

- Development in the discipline of Systemic coaching
- You, your systems, you development and responsibility towards your systems
- Complex adaptive systems, Adaptive Action coaching
- Systems thinking & perspectives

THE CONVERSATION

- Entering the system
- Relationships
- Exploration of team realities, legacy roles and functional and dysfunctional parts
- Forward learning, growth and establish success with the system
- Tools and activities for Systemic coaching
- Designing your Team coaching session

USING COACH COMPETENCIES

- Coaching competencies for systemic coaches
- Active Listening
- Co-coaching
- Enhancing collective insight
- Human centered Systems thinking
- Systems awareness questions
- Systems forwarding questions
- Observations, challenges and silence
- Facilitation vs Coaching – When how and why?
- Coaching a system in conflict



BEING A SYSTEMIC COACH

- Different types of Systemic Coaching
- Ethical considerations for Systemic Coaches
- Awareness of the system in the system
- Alignment, agreements & Contracts
- Identifying the Coaching Need & preparations
- Forward Focused Conversations in Systemic Coaching

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COURSE PROGRAM

Coaching the Agile Organization

OUR CHANGING WORLD – ETHICS AND COACH MINSET

- Defining Business agility and your role as coach
- Personal Agility and Ethical outlook on the job
- Enterprise Agile Coaching Skills & goals
- Personal and professional mastery – Coach Mindset
- Learning Journeys and Professional Development

A SYSTEMIC APPROACH TO ENTERPRISE COACHING – THE WHY

- The Agile Company Business Agility Compass
- Systems thinking , awareness and systems Dynamics
- Systemic vs Systems Coaching

SENSE MAKING FOR SCALING

- Coaching the conversation on the scaling need
- Coaching the organisation in their decision to scale

AGILE TRANSITION AND TRANSFORMATION CHANGE STRATEGIES

- Helping the organization see itself
- Strategy and Contract for Change
- Blockers and Organizational Impediments to Change

COACHING LEADERSHIP IN TRANSFORMATION

- Coaching Leadership in their role change
- Leadership alignment

STEPPING INTO CHANGE

- Organizational Systems Entry
- Stakeholder alignment & Work definitions
- Crafting a Systems Entry plan & proposal
- Coaching the Business Case
- Evoke awareness of the Human change process

RESPONSIVE ORGANISATION DESIGN – THE WHAT

- Organisational evolution
- Innovation and Adaptation as levers for success
- Ambidextrous design and flexible structures

COACHING ORGANIZATIONAL CHANGE

- Bringing the Coaching mindset to change
- Co-creating an organisational change strategy
- Understanding impediments

BREAKING BOUNDARIES

- Boundary spanning levels and information gathered
- Cross-boundary coaching

CULTURE SHIFT AND TRANSFORMATION

- Awareness of Organizational Culture
- Nudging Cultural shifts
- Coaching the culture as a system

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GOOD TO KNOW

INCLUDED IN THE COURSE

- **The Forward Focused Conversations Arc Practitioner Certificate**
- **135 coach specific training hours**
- 115- teacher led synchronous learning hours
- Lecture, exercises and live discussions in an interactive environment
- Innovative and active learning methods
- The Professional Coach's tool box to get you started

DURATION

Experience a comprehensive 135-hour coach-specific training course, including 63 live session hours, 10 hours of group mentoring, 3 individual mentor coaching sessions, and 20 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.
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.

PREREQUISITES

Attendance in the Coaching Fundamentals course sessions

Active participation in 7 Group Mentoring sessions
14 hours of self-study reading articles, watching coaching videos etc. on our online learning platform
A minimum of 500 hours (70 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)



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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.



More about Natascha

Certifications

ICF International Coaching Federation

ICF Credentials and Standards PCC Professional Certified Coach

AATC Advanced Accreditation in Team Coaching ICF

ICAgile International Consortium for Agile

ICP-ACC Certified Professional

ICP-ATF Certified Professional

ICE-AC Certified Expert

ICP-SYS Certified Professional

NEW ICP-LEA Certified Professional

ICP-ENT Certified Professional

ICP-CAT Certified Professional

ICP-MKG Certified Professional

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READY TO BECOME A PROFESSIONAL COACH IN AGILE ORGANIZATIONS

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PROFESSIONAL COACHING FOR AGILE ORGANIZATIONS

COACHING THE ENTIRE ORGANIZATION TOWARDS GROWTH AND DEVELOPMENT



ICF-ACCREDITED COACHING EDUCATION
LEVEL 2
ICF

NEED A CUSTOM QUOTE?

For any questions about your training, contact us:



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