



**THE
AGILE
COMPANY**



SYSTEMIC COACHING FOR AGILE COURSE



- Systemic Coaching for Agile
- 14 hours coach training
- Duration : 2 weeks



EFFECTIVE SYSTEMIC COACHING

COACHING THE SYSTEM FORWARD WITH FORWARD FOCUSED SYSTEMIC CONVERSATIONS

Build your system's awareness muscle that can serve your coaching skills and highlight the tools and practices you can use to coach the system forward towards high collaborative and effective relationships.



ALL THE TOOLS AND
SKILLS YOU MAY NEED

A FORWARD FOCUSED APPROACH TO SYSTEMIC COACHING FOR AGILE

In this course, you'll gain practical skills in systems thinking, strategic foresight, and cross-disciplinary collaboration. You'll learn to use analytical frameworks to understand complex systems outside your immediate work area and explore the impact of emerging technologies. This will prepare you to better navigate and influence the broader factors that affect your industry.

COURSE OBJECTIVES

DEVELOP THE SKILLS TO COACH ON ADOPTING AGILE PRACTICES, TAKING INTO ACCOUNT THE WIDER SYSTEM DYNAMICS AT PLAY.

The **systemic** coaching course designed by The Agile Company doesn't on one particular framework or school of thought, it will instead focus on the underlying source behind these frameworks and ideas to allow you to walk away with an array of tools, new awareness of how the system influences and is **influenced**.

But also how to help teams, organizations and leadership see their own intervention more clear to build and maintain **healthy relationships** towards a sustainable agile transformations.



- Work with Complex adaptive systems to allow the system to see and hear itself, built action plans for course correction and growth.
- **Analyze a system** in your organizational context, explaining its voice, needs, perspectives, concerns, and recommend an approach for coaching that system.
- Demonstrate **going through** a full coaching conversation with a system for a hypothetical or real-world scenario.
- Demonstrate listening to the whole of the parts as one voice, finding the connection that binds them and explain how to help create awareness in the team of their own growth, development and future spective.
- Coach Agile Teams, Organizations and individuals in Agile organizations **using a Systemic coaching** approach spanning multiple frameworks.
- Develop knowledge related to Agile principles and methods.



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
- Complexity Facilitation (Cynefin)
- Human centered Systems thinking
- Systems thinking & perspectives
- The purpose of a System
- Coaching & peer practice

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?
- 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 adapted to the system you work with
- Identifying the Coaching Need & preparations
- Forward Focused Conversations in Systemic Coaching

THE CONVERSATION

- Entering the system – The problem or the need?
- Relationships that work – How to co-create a team or system that has it all?
- Facilitating the identification
- 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 such as constellations, solutions focused constellations, System maps, timeline work, legacy roles, share & dare, liberating structure work, the ripple effect.... and many more!
- Designing your Team coaching session from scratch!





ALL THE TOOLS A SYSTEMIC AGILE COACH MAY NEED

HANDS-ON EXPERIENCE

The ICP-SYS Certification course offered by The Agile Company is the most comprehensive and practical Agile systemic course available.

AGILITY AND COACHING

Created and taught by expert Agile Coaches, this course takes you deep into the world of Systemic Coaching and , focusing on enabling systems to evolve towards high performance in Agile practices.



EXPLORE CAPABILITIES

Learn to differentiate and apply the roles of systemic agile coach. Systemic coaching will sharpen your facilitation, coaching, and training abilities through hands-on practice and mentorship.

UNDERSTAND TEAMS

Understanding the root causes of resistance allows you to design better strategies for organizational development. By creating a systemic roadmap, you can address the needs of the entire system - including clients, and the organization itself - ensuring that your development initiatives are comprehensive and aligned with overarching goals.

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 forward-focused systemic coaching strategies to help individuals and teams navigate and embrace change. You'll gain tools to tackle challenges at multiple system levels, laying the groundwork for a successful framework in Systemic Coaching for Agile.

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

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

- ICAgile ICP-SYS Certificate
- 14-hour live online training sessions with your group
- Lecture, exercises and live discussions in an interactive environment
- Notebook and training material
- Innovative and active learning methods
- The Systemic Coach's **tool box** to get you started

DURATION

14 hours of online learning and practice which you can deepen with a 7-hour practicum (this is an option)

NUMBER OF SEATS

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

FOR WHO ?

Agile Coaches, professional coaches, Agile team facilitators, managers, leadership, Scrum masters.

Anyone who wants to learn how to work with and in service of helping a system reach its full potential

PREREQUISITES

None

The ICP-SYS training is open to all those who want to become more competent in the field of Agile coaching, but does not require any prerequisites.



CERTIFICATIONS

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



[Trainer page](#)



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.



THE
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READY TO BECOME A SYSTEMIC AGILE COACH ?



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

NEED A CUSTOM QUOTE?

For any questions about your training, contact Remco Verwoerd



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