



**THE  
AGILE  
COMPANY**



# AGILE TEAM COACHING BUNDLE COURSE



- Agile Team Coaching Bundle course
- 35 hours coach training
- Duration : 5 weeks

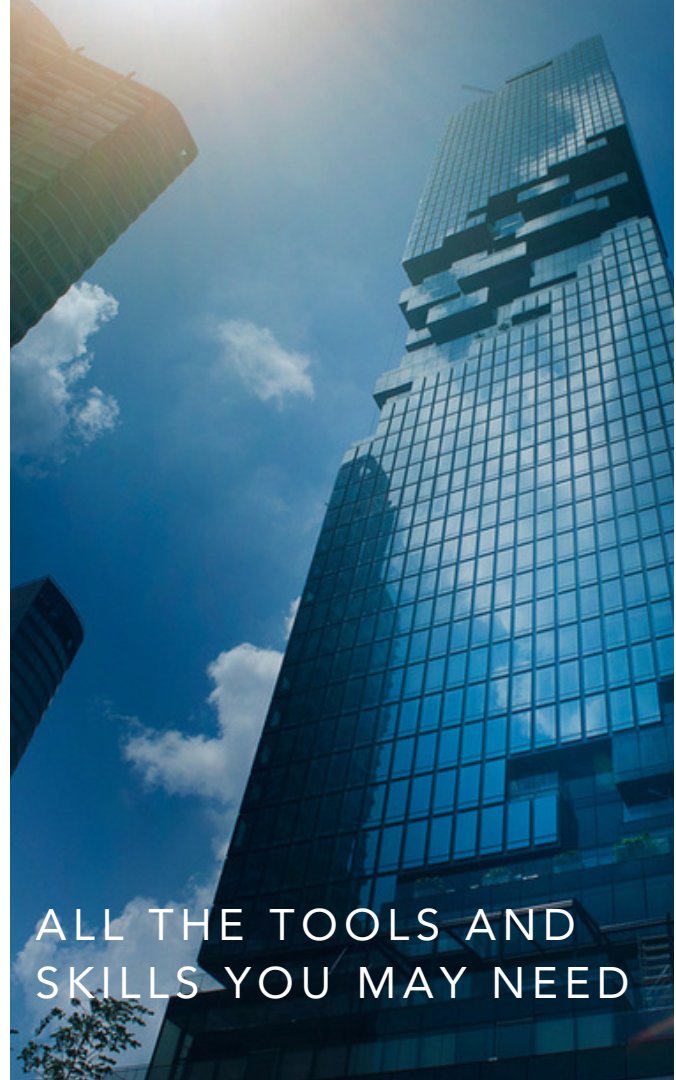


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# EFFECTIVE AGILE TEAM COACHING

## LEVERAGE YOUR TEAM COACHING SKILLS

In this dual certification course, you will learn the principles and tools necessary to be an effective Professional Agile Team Coach. You will gain the skills to coach, mentor, and **facilitate** the growth and development of an Agile team, applying coaching skills across all aspects of the profession.



ALL THE TOOLS AND  
SKILLS YOU MAY NEED

## A FORWARD FOCUSED APPROACH TO AGILE TEAM COACHING

This course emphasizes a solutions-focused approach to coaching, mentoring, training, and facilitation, and prepares you to accommodate Agile transformations at the team level.

Upon completion, you will receive the ICP-ATF and 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!

USE PROFESSIONAL COACHING TOOLS TO ACHIEVE TEAM GOALS, POSITIVELY IMPACT ALL TEAM ASPECTS, AND PROMOTE CONTINUOUS IMPROVEMENT AND AGILITY.

As a part of this program, you will also delve into the principles and tools necessary to excel as a professional Agile Team Facilitator. This includes understanding and **embracing** your role as both an Agile Coach and a Facilitator, preparing and leading Agile meetings, events, and ceremonies, and maintaining neutrality while upholding the Agile process within a team.

Furthermore, you will learn how to adapt your approach to match the team's level of maturity and the **specific context** in which you are operating, ensuring that the Agile methodology is implemented effectively.

This program will also enhance your knowledge of how to teach Agile principles and methods, empowering you to guide your team towards successful Agile transformations.



# COURSE PROGRAM 1/2

## Agile Team Coaching

### 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 Stickiness

### 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



# COURSE PROGRAM 2/2

## 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





# COURSE PROGRAM

## Agile Team Facilitation

### YOUR ROLE AS A FACILITATOR AND THE DESIGN OF THE PROCESS

- What is Agile Team Facilitation (and what isn't)
- The spirit of Facilitation
- Definition of Facilitation
- Definition of Agile Team Facilitation
- Define your agile coaching development path
- Assess your ability to serve the team
- Be the facilitator they need
- The Facilitation Mindset
- Create a Collaborative Space
- Defining the Purpose and Outcomes
- Design the Flow

### FACILITATE AGILE MEETINGS

- Facilitating the Daily
- Facilitate Retrospective
- Facilitate Sprint Review
- Facilitate Backlog Refinement
- Facilitate sprint planning (Sprint Planning)

### CREATING A SPACE FOR COLLABORATION

- Starting prepared – Interviewing stakeholders
- Design and prepare meetings
- Conducting a facilitated meeting
- Maintain neutrality
- Staying calm in the storm
- Keep the team's agenda
- Being the guardian of Agile values
- Facilitating full participation
- Use of meeting organization tools
- Facilitate collaborative conversations
- Clarify the decision-making authority of the team

### ADAPT FACILITATION TO THE MATURITY OF THE TEAM

- Your facilitation style
- Agile Team Maturity – Tuckman Model – Shu Ha Ri
- Adapt the intervention to the maturity of the team





# ALL THE TOOLS A TEAM AGILE COACH MAY NEED

## HANDS-ON EXPERIENCE

The ACC & ATF Certification bundle 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 and Facilitation, focusing on enabling teams to mature in their journey towards high performance in Agile.



## 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.

## UNDERSTAND TEAMS

Recognizing the factors that lead to resistance will enable you to formulate more effective strategies for your team development initiatives. You can craft a customized roadmap for facilitation that aligns with the requirements of the teams, the client, and the organization, while also supporting the goals of the facilitators.

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

## 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 35 hours of live online training plus 6 hours asynchronous training

- The ICAgile ACC & ATF Certificates
- 11 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 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 ?

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 acquire more knowledge about the role of an Agile Team Facilitator.



## CERTIFICATIONS

At the end of this class you will receive the ICP-ACC and the ICP-ATF 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](#)



## 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.

## 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.



# ICF CERTIFICATION LEVEL 1

## 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.



## 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 ?



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 Remco Verwoerd



### EMAIL

[contact@theagilecompany.org](mailto:contact@theagilecompany.org)



### WEBSITE

[www.theagilecompany.org](http://www.theagilecompany.org)



### LINKEDIN

[www.linkedin.com/company/the-agile-company](http://www.linkedin.com/company/the-agile-company)