1

Our purpose is to be a leading forum to create and sustain a nationwide agile community, independent of commercial drivers or any specific method/framework, guided by and actively advocating for the values and principles of the Agile Manifesto

The Agile Alliance of New Zealand has the primary goals of:
- Supporting the growth of the agile mindset through the industry in New Zealand, with particular emphasis on areas which are currently underserved (geographic areas as well as industries)
- Running programmes which have socially beneficial outcomes as well as improving the state of the industry

2

What Does Agile Coaching Mean to You?

- Find somebody who you don't already know.
- Share your experiences with working with an Agile Coach.
- What makes a great Agile Coach?

3

The Golden Age of Agile Coaching
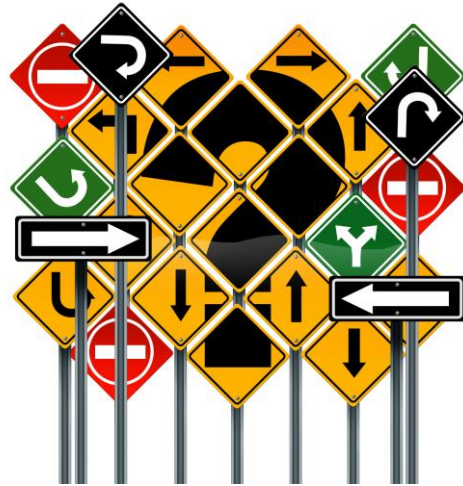
Shane Hastie MIM ICE-PO ICE-AC
Director of Agile Learning Programs

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Agenda

- Coaching is a discipline
- Agile coaching as a subset of coaching
- Domains of agile coaching
- Competencies of an agile coach
  - Shu-ha-ri for coaching
- Powerful questions
  - Practice
- My experience
- Q&A

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Professional Coaching

Coaching is partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.

- Ethical guidelines & professional standards
- Establish trust
- Coaching presence
- Effective communication
- Facilitate learning & results
- Accountability

ttps://icfwashingtonstate.com/Resources/Documents/ICF%20Competencies%20
Coaching%20Definition.pdf

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Coaching is

- A partnership between the coach and coachee
- A process for the coachee to discover what is best for them
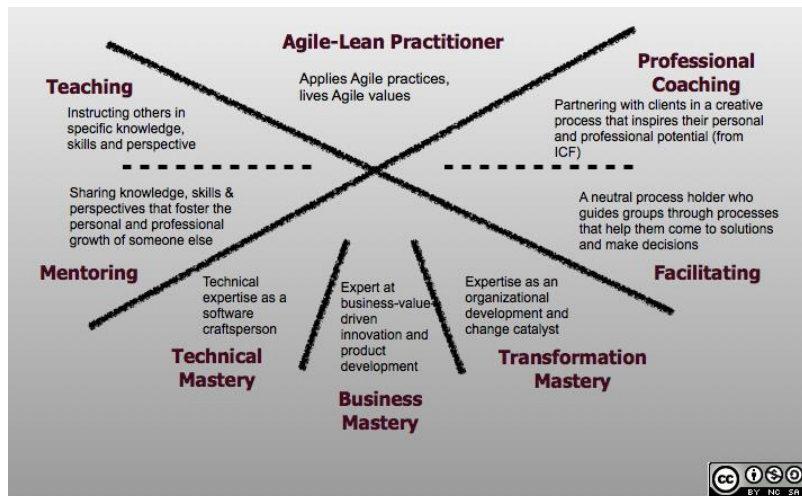- A way to explore options and opportunities

Coaching is not:

- Getting advice (consulting)
- Learning from an experienced professional (mentoring)
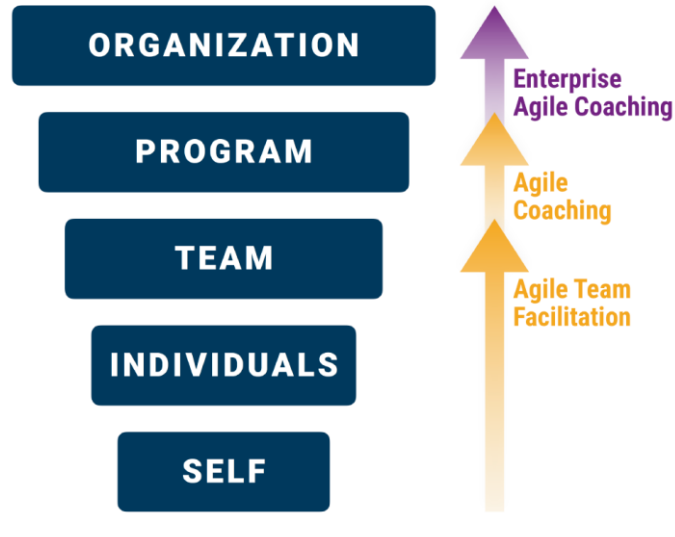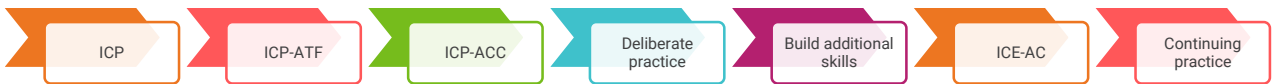- A quick fix

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Agile Coaching

8

4

The Breadth and Scope of Agile Coaching

ORGANIZATION

PROGRAM

TEAM

INDIVIDUALS

SELF

Enterprise Agile Coaching

Agile Coaching

Agile Team Facilitation

9

A Pathway to Mastery

ICP → ICP-ATF → ICP-ACC → Deliberate practice → Build additional skills → ICE-AC → Continuing practice

守
Shu
beginner

破
Ha
experienced
practitioner

離
Ri
master
practitioner

10

Why?

Dunning-Kruger effect

http://www.understandinginnovation.wordpress.com
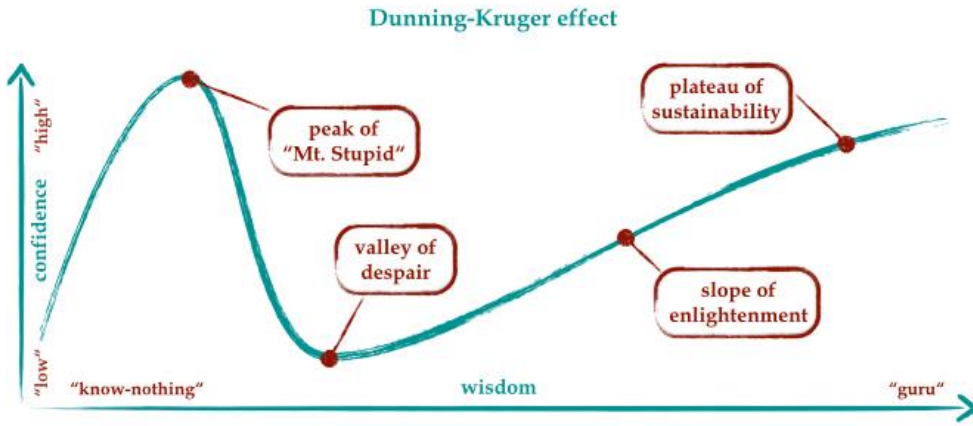
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Competencies of Agile Coaching

	Proficient	Competent	Developing	Beginning
Facilitating Agile Practices				
Professional Coaching	The ICE-AC Rubric provides descriptions for 15 individual competencies across these five broad areas at four levels of expertise			
Coach as Mentor / Steward of Teams				
Coach as Teacher				
The Agile Coach Roles				

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Powerful Questions
a core skill of effective coaching

Examples of Powerful Questions:
- What do you want to have happen?
- What might be holding you back?
- What would the ideal outcome look like?
- What are you willing to give up to achieve the outcome you need?

Not so Great Questions:
- Have you tried xyz?
- Why is this a problem for you?
- Why did you do that?
- Can you do xyz?

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Your Turn

USING POWERFUL QUESTIONS

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Examples of Powerful Questions
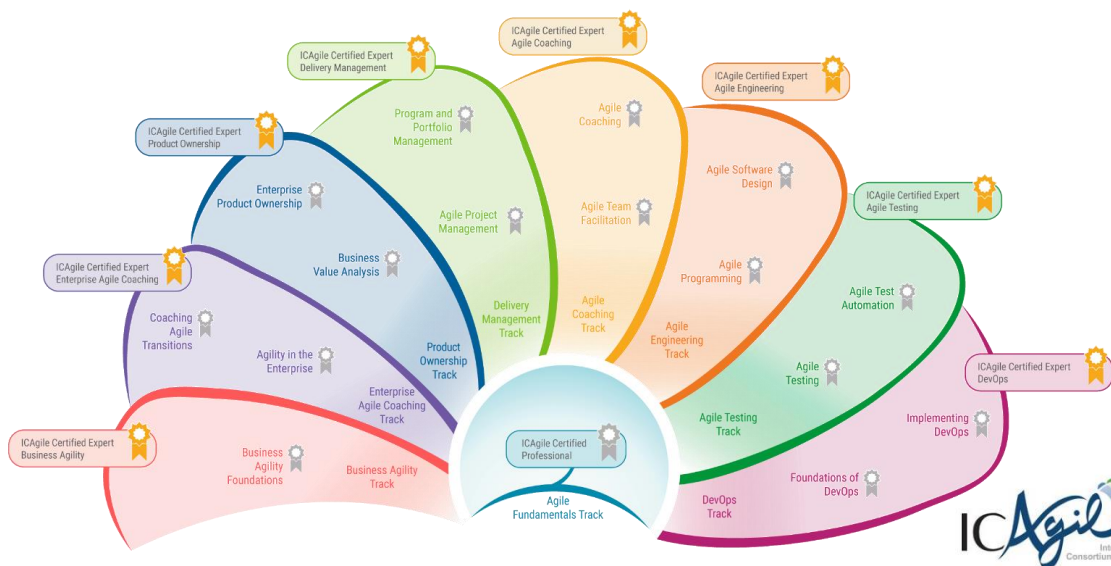
- What is it that you want?
- What kind of <their words> is this?*
- Is there anything else about <their words>?*
- What would you like to have happen?*
- What opportunities can you see?
- What would someone who had a very different set of beliefs than we do say?
- What surprised you? What challenged you?
- What would it take to create change on this issue?
- If your success was completely guaranteed, what bold steps might you take?

* These are the "Lazy Jedi" questions from Clean Language -
https://cleanlanguage.co.uk/articles/authors/56/Judy-Rees

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A Learning Journey

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My Personal Story

https://www.linkedin.com/pulse/my-journey-ice-ac-shane-hastie-mim-ice-ac-ice-po/

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MY AGILE COACHING STORY
by ICAgile Certified Experts

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Your Journey

WHAT WILL YOU TAKE AWAY FROM THIS SESSION?

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