Choose Your Own Coaching Adventure And Other Games
Independent Agile Coach
Agile Coach Workshops

Chief Agilist
Enterprise Transformation
Built Agile Delivery team

800 Team Transformation

Founder, CEO, CTO

Acquired by

Past President
Agile Coach Lead
Agile Coach Workshops

Director, Coach, Scrum Master, Developer, Imagineer

MIT, Scrum Alliance, ICAgile

Co-founder AgileTO
What Does an Agile Coach Do?

- **Teaching**: Providing new knowledge and skills
- **Mentoring**: Providing expert level information, feedback, advice, options, and examples
- **Facilitating**: Helping a person or group discover, explore, and choose options
What Does an Agile Coach Do?

- **Professional Coaching**: Inspiring others to come up with their own solutions.
- **Teaching**: Providing new knowledge and skills.
- **Mentoring**: Providing expert level information, feedback, advice, options, and examples.
- **Facilitating**: Helping a person or group discover, explore, and choose options.
International Coach Federation Competencies

1. Meeting Ethical Guidelines and Professional Standards
2. Establishing the Coaching Agreement
3. Establishing Trust and Intimacy with the Client
4. Coaching Presence
5. Active Listening
6. Powerful Questioning
7. Direct Communication
8. Creating Awareness
9. Designing Actions
10. Planning and Goal Setting
11. Managing Progress and Accountability

https://coachfederation.org/core-competencies
A Coaching Conversation

Start of Coaching

Establish Rapport

Prioritization

Identify Session Purpose

Goal Setting

Explore

Planning
Flash Card Coaching
• Form a pair: coach, coachee. Add an observer if odd # of people
• **Coachee** picks a scenario
• **Coach** picks cards and shows them to the coachee instead of speaking
• One way only, when done, debrief
Debrief
Focus on Coaching vs Problem Solving

Coachee

Coach

Related Information
The Coaching Mode Is Valuable In Its Own Right

Coachee
• PROBLEM SOLVING
• CHOICES

Coach
• COACHING PROCESS
• NO OPINIONS

Problem solving

Coaching process

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Ask Open Ended Questions
Avoid Leading Questions
Mentoring

- Professional Coaching
- Teaching
- Mentoring
- Facilitation

Providing expert level information, feedback, advice, options, and examples
3 Kinds of Advice

• The best advice is to provide missing information
• 2nd best: provide a relevant resource or decision making tool
• 3rd best: provide relevant examples from your experience

Avoid using “I would”, “you should” and other forms of advocating
Debrief