

Agile Coaching Certification (ICP-ACC)

Description of the training

This training provides an understanding of the tools, skills and techniques needed to coach agile teams. It will allow participants to develop their posture as trainers, mentors and professional coaches in order to bring value to agile teams and lead them to a high-performing stage of maturity.

This training will allow you to integrate the key skills of a good Agile Coach posture.

Educational objectives

- › Integrate the Agile Coach's mindset.
- › Integrate the key competencies of the professional coach for Agile Coaches.
- › Conduct a coaching and/or mentoring conversation.
- › Integrate the key skills of the mentor for Agile Coaches.
- › Integrate the key skills of the trainer for Agile Coaches.
- › Lead a change of mindset with individuals, agile teams and Leadership.
- › Consider the framework and ethics of the Agile Coach.

Prerequisite

- › Have experience with Agile principles, values, and mindset.
- › Completion of the "Agile Team Facilitation (ICP-ATF)" training is recommended.

Pedagogical methods

- › **Modality:** Training carried out face-to-face or remotely depending on the formula chosen.
- › **Method:** The training takes place between 20% theory and 80% practice. The trainer shares theoretical points and concrete cases, initiates discussions and exchanges between the trainees and proposes games/tools related to the content and practical applications.
- › **Training material:** The training material used by the trainer is given to the trainee at the end of the training.

Technical details

- › In a face-to-face format, the trainer has a presentation (training support), a video projector (or TV), whiteboards and games/educational tools.
- › In face-to-face format, the trainee does not need any particular support to follow the training.
- › In distance learning format, the trainer has a presentation (training support), a videoconferencing platform and digital collaborative tools.
- › In distance learning format, the trainee needs to have a good internet connection and a computer equipped with a webcam and a microphone.

Code

ICP020

Duration

3 days (21 hours)

Number of participants

Between 4 (minimum) and 12 (maximum) participants.

Trainee Profile

Agile Coaches, Professional Coaches, Scrum Masters, Product Owners, Agile Team Facilitators, Managers.

Sanction of the training

- › Certificate of training's completion.
- › ICP-ACC certification.



Accessibility

Accessible for people with disabilities and possible adaptation depending on the type of disability (notify before the start of the training).

Access procedures and deadlines


At least 10 days before the training for a request for coverage.

Monitoring and evaluation methods

- › Screening assessment.
- › Evaluation at the end of the training in the form of a test (MCQ) in order to validate the acquisition of skills and knowledge.
- › Satisfaction evaluation questionnaire at the end of the training.
- › Attendance sheet signed by the trainee(s) and the trainer, per half-day of training.
- › Certificate of completion of training.
- › Cold follow-up evaluation (+ 1 month).

Trainer

Romain is an **Agile, Lean & Management 3.0 Coach | Certified Professional Coach** for several years. He accompanies at all levels of the organization and is passionate about human development.

 <https://www.linkedin.com/in/romainolives/>

Rates

- › Seat-based : 1,500.00 € HT
- › In-house : on request

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Training content

DAY 01

INTRODUCTION

- › Reception of interns
- › Presentation of the training course
- › Expectations

THE AGILE COACHING MINDSET

- › Definition of Agile Coaching
- › The Coach as an Agile model
- › Essential mindset shifts
- › Self-awareness and self-management as a Coach
- › The postures of the Agile Coach
- › Ethical Considerations of Agile Team Coaching
- ›

CORE COMPETENCIES OF THE PROFESSIONAL COACH

- › The Basics of Emotional Intelligence
- › Presence
- › Listen
- › Powerful questions
- › Giving & Receiving Feedback
- ›

THE COACHING CONVERSATION – COACHING FOR ACTION

- › Subject Identification
- › Exploring the subject
- › Engagement d'action
- › Leading the coaching conversation
- ›

DAY 02

INTRODUCTION

- › Welcome
- › Reminder of Day 01

THE COACH AS A MENTOR – THE KEY SKILLS OF MENTORING

- › Giving Options While Maintaining Presence
- › Articulating expertise
- › Mentee at free choice

THE COACH AS A MENTOR – MENTORING AGILE TRANSITIONS

- › Contrast between mentoring and coaching
- › The Individual Cycle of Change
- › Agile Key Role Transitions
- › Leading the Mentoring Conversation

THE COACH AS A TRAINER – THE KEY SKILLS OF THE TRAINER

- › Content Delivery Mechanisms
- › Creating content in digestible chunks
- › Checking for comprehension
- › Creating an enabling environment

MINDSET CHANGE & AGILE FRAMEWORKS

- › Helping team members navigate Agile mindset shifts
- › Articulating an Agile Framework

THE COACH AS A TEAM COACH – THE FOUNDATIONS

- › Systemic view
- › Observation
- › Articulation with what is happening

THE COACH AS A TEAM COACH – TEAM DEVELOPMENT

- › The team development model: use for team development
- › Helping a team detect its own stage of development
- › Creating a schedule to start/start a team

DAY 03

INTRODUCTION

- › Welcome
- › Reminder of Day 02

THE COACH AS A TEAM COACH – COACHING TOWARDS A HIGH-PERFORMING TEAM

- › Definition & identification of "high performing"
- › Team development is a journey, not a destination
- › Evaluation of the team as a healthy system
- › Adapt according to the maturity of the team

THE COACH AS A TEAM COACH – MANAGING THE CONFLICTS AND DYSFUNCTIONS OF A TEAM

- › Working on conflicts
- › Build the team's self-management capacity
- › Teams as a Human System

THE COACH AS A TEAM COACH – ORGANIZATIONAL OBSTACLE MANAGEMENT

- › Identifying and Capturing Barriers
- › Leadership Commitment

THE LIMITS OF THE AGILE COACH – COACHING ALLIANCES & CONTRACTS

- › The "Contract" of Agile Coaching
- › The Coaching Alliance
- › Internal Coach vs. External: Special considerations for designing alliances and the contract

CONCLUSION

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