

# Enterprise Agile Coaching (ICP-ENT)

## Description of the training

The ICP-ENT certification is one of ICAgile's most advanced. Enterprise Agile Coaching aims to apply the Agile mindset to all levels of an organization. This training will allow you to develop your understanding of the skills necessary for the Enterprise Agile Coach and their application at the level of organizational structures, processes, leadership, but also organizational culture.

## Educational objectives

- › Understand business agility, systems thinking, and complexity theory.
- › Integrate the skills and ethics of business agile coaching.
- › Discover different organizational structures and the challenges of moving from agility to scale.
- › Facilitate and measure business processes with an Agile approach.
- › Complement business agile coaching with systemic coaching and professional coaching.
- › Create an agile collaboration environment by facilitating organizational boundaries.

## Prerequisite

- › Have experience with Agile principles, values, and mindset.
- › Experience in Agile Coaching 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

ICP030

## Duration

2 days (14 hours)

## Number of participants

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

## Trainee Profile

Agile Coach, Consultant, Change Manager, Lean Expert, Executive, Manager or anyone working at the organizational level of the company.

## Sanction of the training

- › Certificate of completion of training
- › Official ICP-ENT certification (ICA Agile).



## 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).

## Stakeholder

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: €1,100.00 excl. VAT
- › In house: on request

## IHMISEN

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 VAT number: FR37888753746 | APE code: 7022Z | Editor's note: 76311035231 (with the prefect of the Occitanie region)  
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## Training content

### DAY 01

#### INTRODUCTION

- › Welcome
- › Presentation of the training course
- › Expectations

#### ENTERPRISE AGILITY AS A GOAL

- › Business Agility
- › Systems and complexity theory

#### BUSINESS COACHING TO AGILISE THE COMPANY

- › Enterprise Agile Coaching Skills
- › Ethical Considerations of Business Agile Coaching

#### DESIGN AND ORGANIZATIONAL STRUCTURE

- › Organizational Systems
- › Scaling Agile Frameworks for the Organization
- › Organizational Structure and Design

### DAY 02

#### INTRODUCTION

- › Welcome
- › Reminder of Day 01

#### BUSINESS PROCESSES AND IMPROVEMENT

- › Business Processes and Improvements
- › Business Performance Metrics with Agility

#### ORGANIZATIONAL COACHING

- › Systemic coaching in addition to agile business coaching
- › Consulting versus Professional Coaching

#### FACILITATE ORGANIZATION

- › Considerations for Facilitating Organizational Boundaries
- › Organizational boundary facilitation techniques

#### CONCLUSION

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