IHMISEN ACADEMY

Agile Transformations Coaching (ICP-CAT) 🏅

Description of the training

The Agile Transformation Coaching training focuses on the field of agile business coaching. During the training, you will explore the best practices and pitfalls to avoid Agile transformations and the basic skills of business coaching to enable Agile Coaches to act as agents of change.

This training will allow you to target the key points of a successful agile transformation.

Educational objectives

› Identify the skills of the Enterprise Agile Coach.
› Define Leadership Styles.
› Learn about different organizational culture models.
› Understand tools for assessing organizational culture.
› Propose recommendations based on the analysis of a case study.
› Explore different models of change around people and the organization.
› Implement a strategy to support the transition or Agile transformation.
› Learn how to communicate at the organizational level.
› Examine the position of the Professional Coach as a lever for Leadership.
› Cutting out the content of an Enterprise Agile Coach contract.
› Draw up a personal development plan.

Prerequisite

› Have experience with Agile principles, values, and mindset.
› Experience in Agile Coaching is recommended.
› Have completed the "Enterprise Agile Coaching (ICP-ENT)" training.
› Completion of the Agile Coaching (ICP-ACC) 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
ICP040

Duration
3 days (21 hours)

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

Trainee Profile
Agile and/or Lean coaches, Consultants, Change Managers and Leaders working at the enterprise level. Agile executives and managers involved in an Agile transformation.

Sanction of the training
› Certificate of completion of training.
› ICP-CAT 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: €1,600.00 excl. VAT
› In-house: on request

Training content

DAY 01
INTRODUCTION
› Welcome
› Presentation of the training course
› Expectations

LEADERSHIP STYLES AND ORGANIZATIONAL CULTURE
› Enterprise Agile Coaching Skills
› Leadership Styles and Development

ORGANIZATIONAL CULTURE AND ALIGNMENT
› Organizational Culture Models
› Approaches to Culture Assessment

DAY 02
INTRODUCTION
› Welcome
› Reminder of Day 01

ORGANIZATIONAL AND HUMAN CHANGE PROCESS
› Business Case for Change
› Human Change Process
› Organizational Change Process
› Bringing an Agile mindset to change

AGILE CHANGE, TRANSITION, AND TRANSFORMATION STRATEGIES
› Organizational Assessments
› Strategy and contract of change
› Organizational Barriers to Change
› Communicate at the organizational level

DAY 03
INTRODUCTION
› Welcome
› Reminder of Day 02

COACHING AND ADVISING LEADERS
› Enterprise Agile Coaching "Contract"
› Professional Coaching
› Trusted Advisor
› Engage Leadership on their impacts on culture

SELF-CONTROL, PROFESSIONAL DEVELOPMENT AND ETHICS
› Learning and Professional Development Pathways
› Personal and professional control
› Ethical Considerations of Business Agile Coaching

CONCLUSION