What you cannot name you cannot manage

BUILDING YOUR MODEL FOR AGILE COACHING

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INTRODUCTIONS:

CREATING A HUMAN CONNECTION WITH YOUR SESSION PARTNERS

Take turns to share with one another on the story of your name. You have 6 minutes for all three of you

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Entering a new team or group

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TRIAD DISCUSSION:

HOW DO YOU ENTER A NEW GROUP?

How do you enter into a new coaching engagement, be it a team, be it a group of leaders? You may be in the role of a Scrum Master, Team Facilitator, Agile Coach.

You have 15 minutes in total, so make sure that you keep track of time in order to give everyone in the group a chance to share

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Your unique model for Agile Coaching

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What is a model?

"Models underlie how we think, what we see, and how we act on what we see when we interact with the world. They are, in the broadest sense, our picture of the world and our map of how we intend to about working in that world"

- David Kantor — Reading the Room

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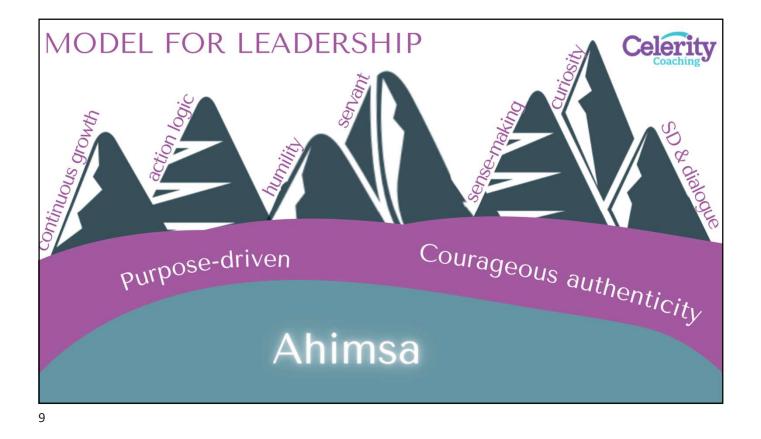
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Why a coaching model?

- Helps us become more conscious and aware
- When we design it and articulate it, helps us and our "clients" understand the coaching process
- Helps us see gaps, develop new thinking
- Provides boundaries for our coaching

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What is your vision for agile coaching?

- Agile Coaching
- Leadership
- Self
- Change
- Team Development

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Start Building a Model:

Team Development

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Let's Focus on Team Development

- How do teams develop?
- What is a model for high performance?
- What enables effective "teaming?"
- What influences how fast or slow a team develops?
  - ❖ Team health
  - ❖ Organizational impact
  - ❖ Lifecycle
  - ❖ Impact of events, etc

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Coaching conversation

YOU WILL TAKE TURNS AT COACHING AND BEING COACHED:

- In the role of a coach, help your partners define their model by using your coaching skills to ask questions and unfold their model. (There are questions provided to guide you.)
- When the focus is your model, allow your two partners to ask you questions to reveal you model for Team Development

YOU HAVE 5 MINUTES EACH TO BE COACHED

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What insights do you have?

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So how do I go about coming up with my model?

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TRIAD DISCUSSION:

CHALLENGES

What challenges might you encounter when working with others that could pull you out of your defined model?

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Conclusion

- Making your implicit model explicit brings clarity for you and others

- When you are aware of and articulate your model it gets strengthened

- There are multiple components that make up a model of an "Agile Coach"

- You started expressing your model for Team Development today

- Having a partner to ask questions can support the development of your model

- You learn through experiences and reflection to refine your model

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Questions?

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