Vinnie Gill

Working with Other Agile Coaches
Ohhhh, THE DRAMA!!!

Version 5 – The Extended Version   #CoachingDrama

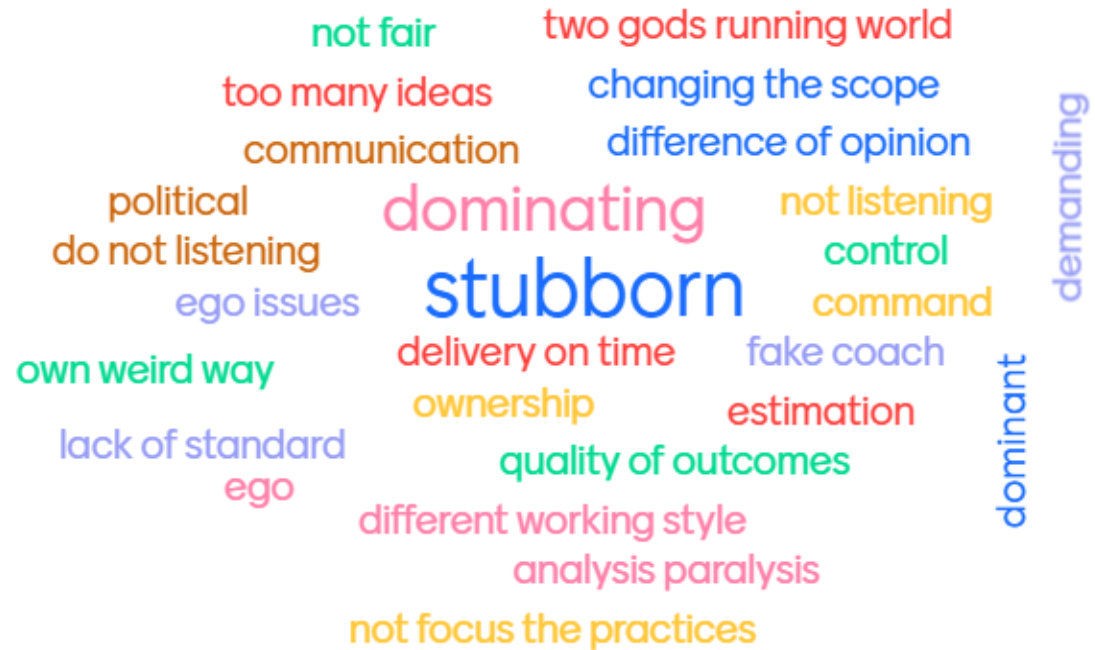Agile Alliance PRESENTS | Agile2023 THE SCOTLAND EXPERIENCE

#AGILE2023SCOTLAND

Let's start at the very beginning…….

1. Have you ever worked with a coach who is challenging to work with?

2. In one word, describe what you found most difficult about working with them.

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In one word, describe what you find most difficult about working with them.

not fair

two gods running world

too many ideas

changing the scope

difference of opinion

communication

demanding

political

dominating

not listening

do not listening

control

ego issues

stubborn

command

delivery on time

fake coach

own weird way

ownership

estimation

lack of standard

dominant

ego

quality of outcomes

different working style

analysis paralysis

not focus the practices

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In one word, describe what you find most difficult about working with them.

21 answers

don't do what they say

not living agile values

not listening fully

talk talk

sounding very negative

my way

not giving credit

ego

arrogance

no credit

me me me

sly

can't trust

i want to fix everything

not honest

being very purist

lack of listening skills

no clue how to coach

In one word, describe what you find most difficult about working with them.
44 answers

project manager mentality

lack of confidence

old mental models

imposter syndrome

working styles

fear of change

no trust

cowboy

trust

control freak

skills

agile doesn't work

talking too much

arrogance

deadline

rigid

why change

no passion

control

know it all

always rigt

controlling

ego

bia

not listening

scrum monster

blind spots

uncompromising

complainers

non-collaboration

personalities

non listener

telling not coaching

people second

inflexible

scrummie mummie

micro management

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In one word, describe what you find most difficult about working with them.
43 answers

methodology focused only

immediate direction adjus

not listening

arrogance

staying focused

achieving goals

know-it-all

disruptive to productivit

bad example

noisy

opinions

resistant

ignorance

not a coach

attitude

egos

ego

retros

no coaching

inflexibility

fake

guarded

blah blah

inflexible

workingstyle

rigid

practical

working together

mindset

who leads the sesstion

expectations

fake coach

strong opinions

diverse understanding

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Why is it important to be able to work with other agile coaches?

An overview of coaching team diversity.

Understand the coaches in the system - who owns what, what do they do, what role do they have?

Employment types
- Perm
- Contract/FTC
- Consultant

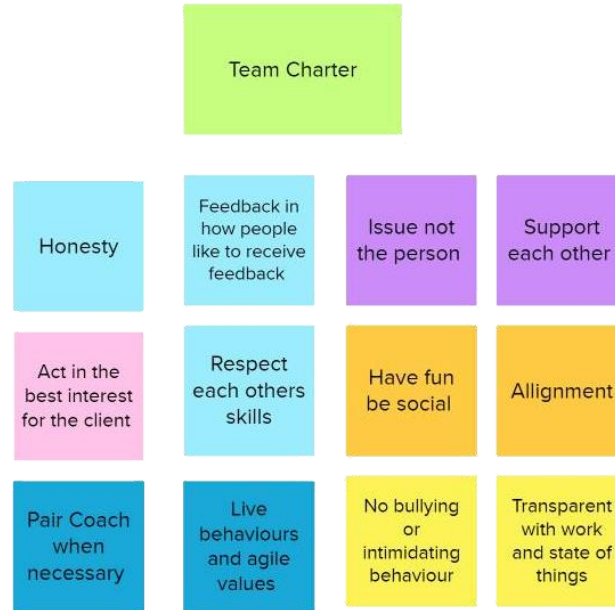**Coach types**
- Team
- Program
- Enterprise

Management types
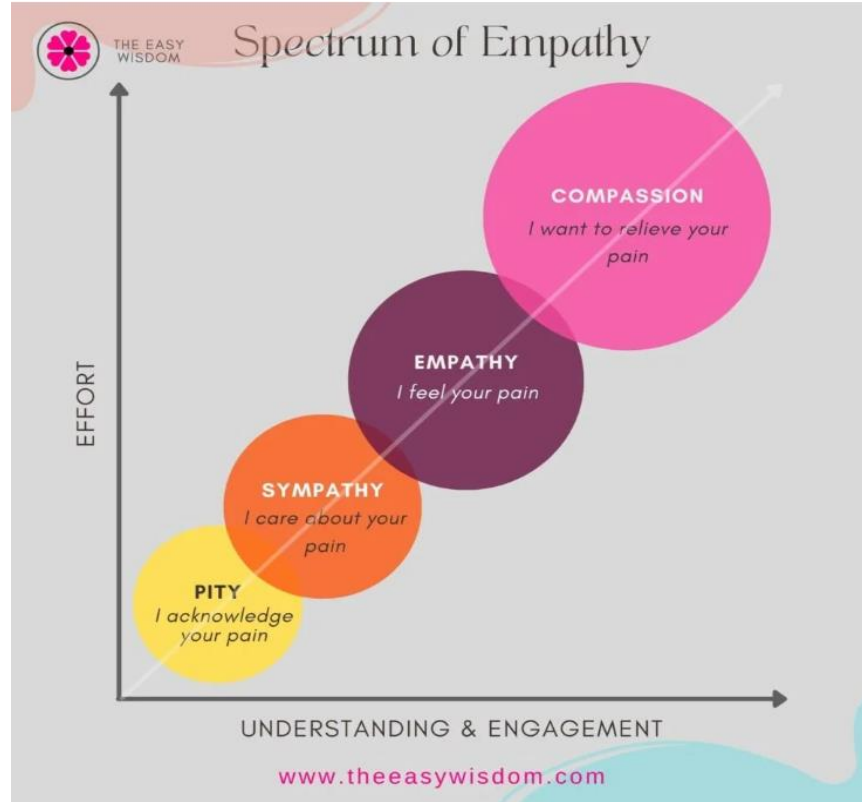- Line manager
- Senior leader
- Executive

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Coaching team contract/ charter

Empathy much? or maybe its Compassion

Spectrum of Empathy

THE EASY WISDOM

COMPASSION
I want to relieve your pain

EMPATHY
I feel your pain

SYMPATHY
I care about your pain

PITY
I acknowledge your pain

EFFORT

UNDERSTANDING & ENGAGEMENT

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Socialisation

Coach anti-archetypes

1. Overwhelmed coach
2. The coach who doesn't listen
3. Framework coach
4. Know-it-all
5. The now you see me and now you don't coach
6. The taking credit coach
7. THE COACH

Coach team dysfunctions

1. Silo'd coaches
2. No actual experience
3. Pushing own agenda
4. In it for the money
5. No alignment
6. Being absent

7. Not accepting feedback
8. Unethical
9. It's my way or the highway
10. Bullying
11. Reluctance to work together
12. The silent one

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Capability matrix

Mini Workshop Time

Self-Selection

"Rough Collies" by Rainer Endrejat

Retros

Fatigue

Practice what you preach

The moral of the story

"We aren't special, we're not gods, we are humans just like the people on any agile team."

AGILE DRAMA

Thanks

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